Environmental, Social and Governance Report

Big Yellow Group PLC 2026 Growing Our Business Sustainably

THE BIG YELLOW SELF STORAGE COMPANY

Contents


SELF STORA
bigyellow


24 hour CCTV
and individually alarmed rooms.

Environmental, Social and Governance (ESG) Report

Big Yellow Group PLC operates 113 self storage facilities across the UK.

We provide an essential service of secure, accessible storage space for both businesses and individuals. This straight forward purpose drives everything we do.

1. Introduction

Our commitment to responsible business practices reflects this simplicity. The decisions we make today around our environment stewardship, how we treat our people and communities, and how we govern our business will determine our long-term resilience.

Sustainable success requires alignment across these three dimensions. We recognise that from site acquisition and facility design, through daily operations, to our supplier partnerships, our operations create significant economic, environmental and social impacts. This report demonstrates how we assess and manage the risks and opportunities these impacts present, while seeking to enhance the positive contributions we make to our stakeholders and communities we serve.

This ESG Report has been prepared in accordance with the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, implementing the Streamlined Energy and Carbon Reporting (SECR) requirements. Our greenhouse gas reporting follows the WRI/WBCSD GHG Protocol – Corporate Accounting and Reporting Standard, and our health and safety disclosures reflect UK Health and Safety Executive guidance. These standards ensure our reporting is credible, comparable, and aligned with investor expectations. The Report covers our governance framework, environmental and social performance, and progress against our sustainability targets across our entire operating portfolio.

2. ESG Executive Summary

2.1 CEO Introduction

The decisions we make now about how we design and operate our facilities, how we engage with our communities and how we measure and improve our environmental footprint continue to underpin Big Yellow's resilience and future success for decades to come.

Our progress this year has demonstrated that ambition and rigour deliver results. We have opened another 4 stores taking our portfolio to 113 in total. We now have 9.6MWp* of solar capacity installed across our estate, and we have increased our battery provision to enhance energy resilience and on-site optimisation. We achieved a 9% reduction in our energy bills this year through our continued investment in solar, battery storage and the roll-out of an energy efficiency programme demonstrating that environmental investment delivers real operational value. We have nearly completed our Energy Performance Certificate programme, with all but two stores now rated B or above[1]. Our proactive approach to maintaining and updating these certificates signals our commitment to high-performing assets and strengthens our position as a responsible landowner.

Beyond our core operations with continue to deliver genuine social value. This year the Big Yellow Foundation has expanded its reach. We marked the end of a very successful seven-year partnership with one of our original charity partners, Breaking Barriers and welcomed two new charity partners to the network, The Sophie Hayes Foundation and Choose Love. We have increased both our matched funding levels and free donated space this year, providing resources to support local communities across our network. Our volunteering programme and work placement initiative have also expanded, enabling more of our people to contribute directly to the communities in which we operate. These are not token gestures. The holistic approach to our foundation partnerships reflects our belief that our business exists to create value for the people and neighbours we serve.

The path forward is clear. Our achievements this year demonstrate that responsible business practices and commercial success are not in tension, they are aligned. Our planned future commitments and investments reflect our conviction that environmentally and socially responsible decisions are fundamental to our business' long-term resilience and value creation. Every decision we make is an opportunity to embed sustainability deeper into our business model. Sustainability is not a separate agenda it is how we do business.

I would like to thank everyone across Big Yellow involved in the delivery of these initiatives.

Jim Gibson
Chief Executive Officer

May 2026

* Denotes values externally assured by SGS.

[1] The two outstanding stores are a leasehold properties

2. ESG Executive Summary continued

Welcome to this year's ESG Report. This year, one focus of the Sustainability Committee has been on building the governance infrastructure and measurement systems that enable Big Yellow to manage sustainability with increased confidence and credibility.

2.2 Sustainability Committee Chair Introduction

The foundation of this work is to deliver improved visibility. We have fully implemented the last of our system improvements, our Scope 3 data management tool, a significant step that provides comprehensive visibility of our full value chain's sustainability impacts, improving our confidence in the quality and reliability of our sustainability data. This has been critical in achieving our most significant milestone this year: Science Based Target (SBT) Scope 3 footprint verification and assurance. We have also achieved a place on the CDP A List, recognising our position in the top 4% of nearly 20,000 companies globally assessed for environmental transparency and climate action leadership. Additionally, having upgraded our physical climate risk analysis tool in 2025 we have commenced preparations for the updated UK Sustainability Reporting Standard 2: Climate-related Disclosures (UK SRS S2) regulations expected to be in force in 2028, thus ensuring we remain ahead of emerging regulatory requirements. These achievements are not merely technical; they represent a fundamental shift in how we understand and manage our environmental impact.

Also, this year we have continued to deepen our commitment to understanding, managing and incorporating the material impacts of our business, risk and planning framework. Our Double Materiality Assessment, completed in 2024, provided a framework for which to examine how our activities influence the environment and society, and how wider sustainability issues influence our business. This assessment informed our new Sustainability Strategy, published in 2025, which sets the direction of travel for our environmental, social and governance priorities for the years ahead. We have completed the vast majority of our original sustainability strategy pathway actions, and we now turn our attention to building on this foundation and delivering our enhanced, broader, targets in the decade ahead.

The quality of our systems directly enables the operational achievements reported elsewhere in this report. When we know what matters to our stakeholders and how to measure it with rigour, we are able to act decisively and with confidence. Our investments in these data systems, governance frameworks and regulation preparedness are not overheads but investments in our business resilience. They enable us to identify risks early, respond to stakeholder expectations, access green finance and build our competitive advantage.

I would like to thank the management team, our employees, and Board colleagues for their commitment to delivering against this agenda. Governance and measurement may not capture headlines, but they are how sustainable businesses are built.

Heather Savory
Non-Executive Director and Chair of Sustainability Committee

May 2026

For investors

Our directors run a programme of face-to face and / or virtual investor engagement activities by holding roadshows following annual and interim reporting cycles and attend Investor conferences, both in the UK and internationally. ESG is always included in those presentations.

For any investor enquiries on sustainability please contact our Head of Sustainability at **csr@bigyellow.co.uk**.

3. Our Strategy

Our strategy is built on one simple principle, that a sustainable business is a resilient business. We have established clear environmental, social and governance priorities that guide our decisions, investments and performance measurement. Below we outline our strategic direction, the journey that has brought us here and our progress against the priories we have committed to deliver.

3.1 Our Journey So Far

Big Yellow's commitment to sustainability spans nearly two decades when we recruited our first Head of CSR in 2007. Our strategic focus has sharpened significantly over the past decade. In 2015, we achieved over 30% carbon emissions reduction from our 2011 baseline through LED re-lamping and motion sensor installation across our estate. By 2020, we published our first Net Renewable Energy Positive (NREP) strategy and received our first EPRA Gold Award, signalling our commitment to institutional sustainability standards. In 2021, we achieved a major milestone: our Science Based Targets were verified, providing a credible framework for our environmental ambition. In 2023, we completed Phase 1 of our solar retrofit programme and achieved a GRESB 5-star scoring, demonstrating measurable progress against our targets. In 2024, we began Phase 4 of our solar rollout, installed our second battery pilot, and continued our last gas removal programme. This year we are proud to have achieved CDP A List status, recognising our leadership in environmental transparency and the strength of our approach to managing climate-related risks and opportunities. Throughout this journey, we have continuously strengthened our governance practices, enhanced our data infrastructure, and deepened our stakeholder engagement. This evolution reflects our belief that sustainability is not a bolt-on initiative, but integral to how we operate.

3.2 Sustainability Strategy

We have completed the vast majority of our 2022 sustainability strategy pathway actions, and we now turn our attention to building on this foundation and setting ambitious new targets for the decade ahead. In 2025 we published an updated strategy that builds on our proven track record. The strategy is organised around the three sustainability pillars of Environmental Responsibility, Social Value, and Transparent Governance. You can find the full strategy document **here**. We have structured thirteen initiatives and targets across the three themes to guide our direction over the coming years.

3. Our strategy continued

Environmental Responsibility

1. **Renewable Energy Target**
   Self generate more power than we consume across the estate by 2030 from continued solar investment
2. **Energy Management Target**
   20 stores to have improved lighting and heating controls installed a year
3. **Energy Storage Target**
   Increase our total battery energy storage capacity to 3,000 kW by 2030
4. **Carbon Emissions Target**
   70% reduction in Scope 1 and 2 emissions measured against the 2019/20 baseline by 2032, as set by SBTi
5. **EPC Target**
   All owned stores to be A+, A or B by 2026
6. **Scope 3 Data Target**
   Improve use of primary data provided by our suppliers in calculating our Scope 3 emissions, rather than based on annual expenditure
7. **Scope 3 Reduction Target**
   In line with SBTi targets, with net zero pathway to be defined by 2040

Social Value

1. Continue to offer free storage to local charities and community groups in our stores
2. Encourage all staff to use their annual volunteering day to work with either one of our Foundation Charity Partners or a local charity/community group of their choice
3. Continue to match every pound donated by our customers to the Big Yellow Foundation

Transparent Governance

1. Align with CSRD or UK equivalent legislation
2. Continue to set ESG related director bonuses via LTIP vesting criteria
3. Continue substantial investment in decarbonising the Big Yellow estate

3.3 Sustainability Performance Overview

We have developed 13 Key Performance Indicators (KPIs) based on the initiatives and targets outlined in our sustainability strategy and informed by our Double Materiality Assessment. These KPIs track progress across our three strategic pillars: Environmental Responsibility, Social Value, and Transparent Governance. Our progress against these targets is summarised in the table below. More detail around each KPI can be found within this report.

3. Our strategy continued

UN SDG	Topic	CSRD	KPI	Progress
Our Environment				
13 Climate Action	Scope 1&2 Emissions	Energy Management	70% reduction to 948 tCO_2e by 2032	1,466 tCO_2e*, 54% reduction from baseline
7 Affordable and Clean Energy	Total installed solar	Renewable Energy	Total installed capacity increase to 11,479 kWp by March 2028	9,566 kWp* 11% annual progress towards target
13 Climate Action	Scope 3 / Embodied carbon	Carbon Management	40% primary data for Scope 3 Cat 1&2 by 2028[1]	57% *
Our People				
5 Gender Equality	Turnover of full-time staff		Maintain turnover below average UK Retail levels[2] of 33%	15.6%*
	A staff training KPI		Increase year-on-year of total hours trained, both male and female	21,875* 25% increase in hours
Our Communities				
10 Reduced Inequalities	Free space donation to local charities	Access & Affordability	Trajectory in line with targets in revolving credit facility	£1,210,308* exceeding this year's target
	Customer donations & matched funds		Raise a minimum of £220k a year	£466,858*
Our Buildings				
11 Sustainable Cities and Communities	Estate EPCs	Sustainable Self-Storage Design	Have all stores achieve a B or above by 2028	111* stores (98%) with a B or above rating
15 Life on Land	Biodiversity		Average Biodiversity Net Gain ("BNG")[3] per new store of over 10%	Staines 10% Queensbury 472% Slough Bath Road 100% Wembley 6668%
Our Suppliers				
3 Good Health and Well-Being	Prompt payment		Pay 95% of invoices within 60 days	99.8% paid within 60 days
Our Health, Safety & Information Security				
3 Good Health and Well-Being	Staff annual incident rate		AIIR to stay lower than industry[4] category average of 1,169	0.1
	Information security breaches	Cyber & Data Security	Maintain a minimal level of reportable breaches	Achieved – 1* reportable ICO incidents in the year
Our Governance				
7 Affordable and Clean Energy	ESG related LTIP vesting criteria – solar retrofit	Board Ownership & Responsibility	Fitting solar panels on 40 stores between 2023 – 2026	52* stores retrofitted to date
	ESG related LTIP vesting criteria – green loan debt facility	Board Ownership & Responsibility	30-50% of the Group's total debt facilities being green loans by 2026	68%* of the Group's total debt facilities at 31 March 2026 are green loans

* Externally assured by SGS.

(1) New KPI for 2026

(2) UK Retail levels of 33% – ONS Employee turnover levels and rates by industry section, UK

(3) BNG is a mandatory planning requirement that all developers must deliver a minimum BNG of 10% This means a development will result in more or better-quality natural habitat than there was before development

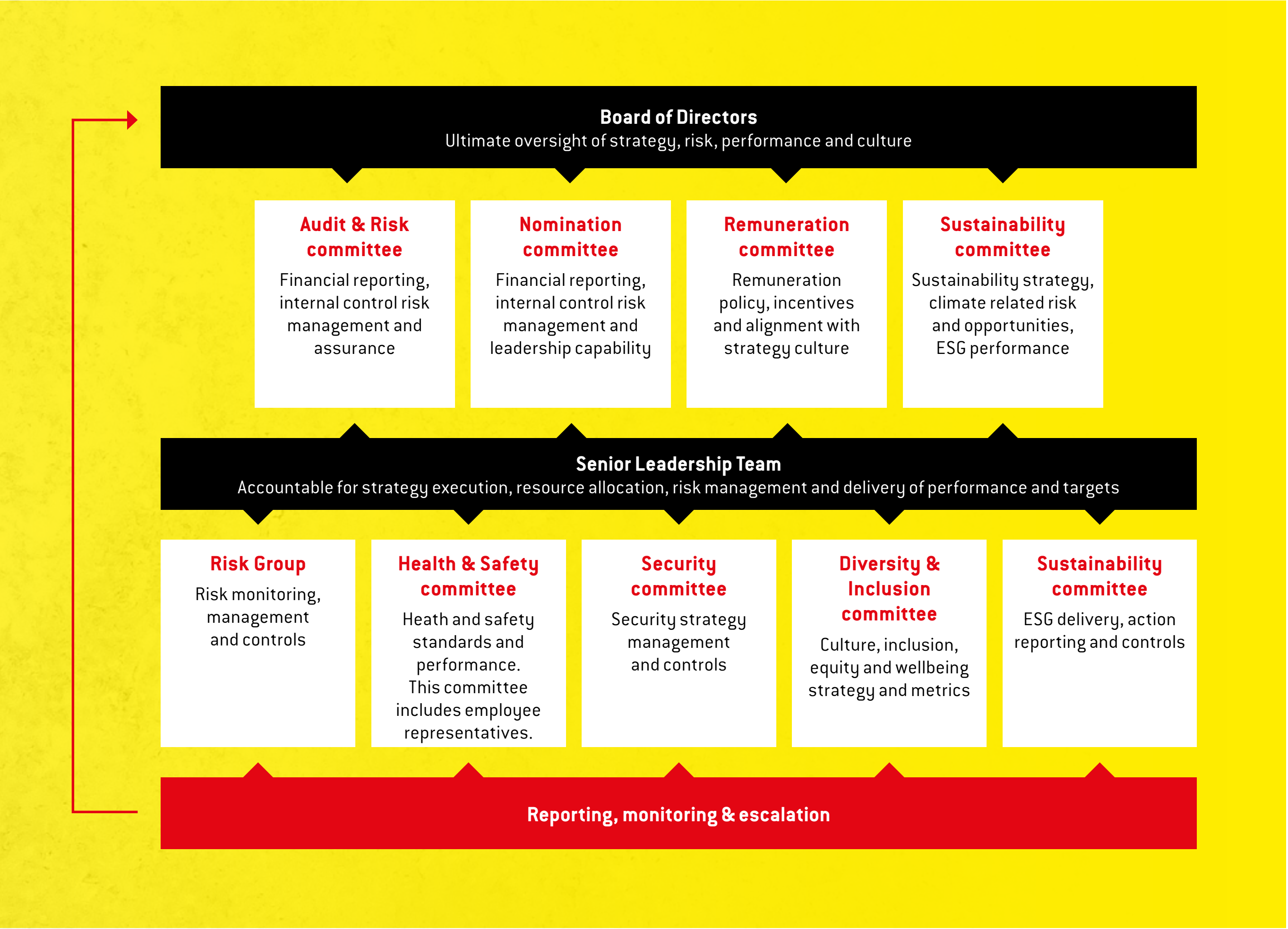
(4) Industry – Warehousing and support activities for transportation. SIC 52 – HSE Work-related non-fatal injuries to employees in Great Britain by detailed industry

¤ Turnover does not include part time staff, leavers in probation and foundation work placements

4. Our Governance

This section outlines how we govern our sustainability agenda. It covers the frameworks we use to determine what matters most, the stakeholders we engage with to inform our priorities, the structures we have put in place to manage material risks, and the standards and assurance we employ to ensure our reporting is credible and comparable.

By making our governance visible and transparent, we demonstrate our commitment to accountability and build trust with our investors, employees, customers, suppliers, and the communities we serve. The board level Sustainability Committee met twice this year. Please see our AR&A for an overview of its activities. The full governance document has been published **here**. Our governance structure can be found in the diagram below.



4. Our Governance continued

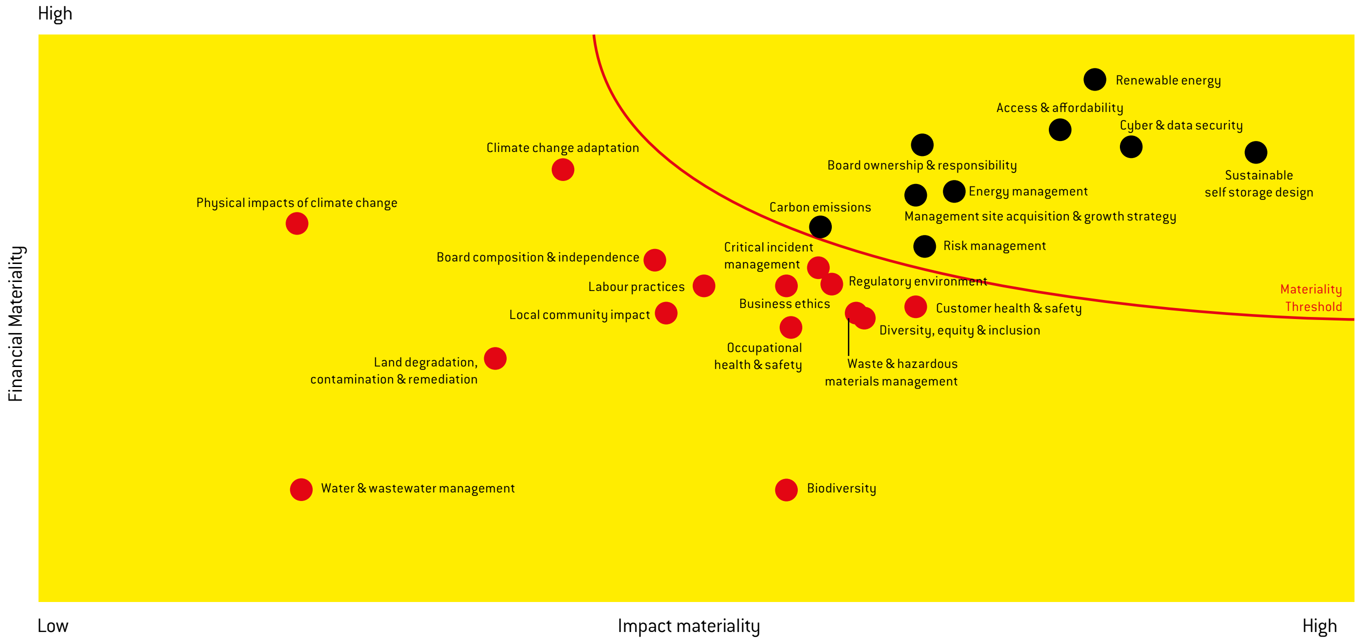
4.1 Materiality and Materiality Assessments

A materiality assessment aims to identify the most important ESG topics for a company based on stakeholder perceptions and industry trends. The CSRD recommends conducting this assessment with a focus on double materiality, which has two dimensions: external impact and financial materiality.

Financial Materiality Perspective

An ESG topic is financially material if it triggers or could reasonably be expected to trigger financial effects for the company. These effects may include impacts on the business model, financial position, performance, cash flows, access to finance, or cost of capital. It also considers financial effects from business relationships beyond the scope of consolidation and operational control.

Big Yellow Double Materiality results



Impact Perspective

Materiality from an impact perspective considers the actual or potential positive and negative impacts a company can have on people or the environment. These impacts may be related to the company's operations, value chain (both upstream and downstream), products, services, or business relationships.

Both dimensions are assessed by considering risks, opportunities, and impacts during the double materiality assessment. This involves using industry and scientific resources and engaging with stakeholders. Stakeholders, including affected individuals or groups and users of sustainability statements, play a crucial role in the organization. Involving them in the process ensures a comprehensive understanding of ESG issues, reveals blind spots, informs decision-making, and builds stakeholder trust.

Our material ESG topics are highlighted in the upper right-hand corner of the matrix chart. These topics received high ratings from stakeholders in terms of both impact materiality and financial materiality. We've set a materiality threshold to focus our future ESG strategy on the key topics identified as important by stakeholders. Whilst environmental and governance considerations dominate, social topics are well-managed by the group.

4. Our Governance continued

4.2 Managing Climate Related Risks and Opportunities

The regulatory landscape for climate-related disclosure and risk management is evolving rapidly, creating both challenges and opportunities for our business. The impending replacement of the Taskforce on Climate-related Financial Disclosures (TCFD) framework with the UK Sustainability Reporting Standard 2: Climate-related Disclosures has given us the opportunity to really focus on not only the risk associated with climate change but also the opportunities it opens us up to as a business. We have started to put infrastructure in place that we will be fully compliant with the regulatory changes by the time they come into force in 2028. These developments are driving a fundamental change in how we approach risk management: climate considerations are no longer a separate sustainability agenda, but increasingly integral to core business planning, capital allocation, and strategic decision-making. For our full climate-related risk assessment, scenario analysis, and governance framework, please refer to **the Climate-related Disclosures section of our Annual Report and Accounts**. This ESG Report complements that disclosure by detailing our operational progress on climate mitigation initiatives and our investments in the renewable energy and efficiency technologies that underpin our long-term climate resilience.

4.3 Stakeholders

This year, the Board of Directors has set out in the Governance section of our Annual Report and Accounts an overview of engagement activities with our key stakeholder groups. These are identified as (1) our employees, (2) our shareholders, (3) our customers, (4) our suppliers and (5) our communities. Please note that in our ESG Stakeholder Assessment we also name 'the Environment' as well as local and national government as further stakeholder groups and set out their needs and our engagement activities with them.

Our key stakeholders are closely aligned to our material impacts, and it is important to us to make sure we understand what matters to them so we can meet their needs. We also set out how we engage with them, how we obtain their thoughts and opinions and how we report on progress where appropriate.

4.4 ESG Linked Remuneration.

At Big Yellow we understand the importance of sustainability and driving progress towards our emissions reduction goals. To fully support this in 2022 the Board decided to include ESG components in the LTIP vesting conditions: the first around the installation of solar on our stores roofs and the second to ensure that the majority of any debt we take on is through a green loan facility.

Board executives also participate in a Deferred Bonus Plan which includes a target for the Big Yellow Foundation to make grants to Charity Partners of a minimum of £210,000 in the year to March 2026. We are pleased to report that our grants for the year were significantly ahead of this target.

4.5 Fines, Notifications, Penalties or Settlements

There were no fines, notifications, penalties, or settlements received by the Company that are relevant to sustainability during the year ended 31 March 2026.

4. Our Governance continued

4.6 Information Security and Data Compliance

Big Yellow is committed to upholding information security and protecting personal data. Our Data Compliance Officer and the Head of IT ensure that staff are adequately trained in UK GDPR, Data Protection and Information Security.

We are certified to IASME Cyber Assurance Level 2 which is the highest level of certification for this qualification; it includes Cyber Essentials.

Our library of policies on UK GDPR and Information Security are reviewed and updated on an annual basis to ensure they remain relevant, fit for purpose and, in the ever-changing world of Data Protection legislation and technological advances, legally accurate.

The Group disclosed one* minor information security breach in the past year as it affected one individual. The ICO regarded this as no further action and closed the case based on the steps taken by Big Yellow to address the incident and the measures that are going to be put in place. We have cyber insurance in place in the event a breach should occur in the future.

4.7 Benchmarks, Standards, Legislation and Assurance

Big Yellow measures our sustainability performance against a comprehensive set of established benchmarks, standards, and frameworks that enable us to assess our progress, ensure credibility, and demonstrate accountability to our stakeholders. We participate in investor disclosure frameworks including the Carbon Disclosure Project (CDP) for climate change reporting and the Global Real Estate Sustainability Benchmark (GRESB) for real estate-specific ESG performance evaluation. Our business is assessed against the FTSE4Good index criteria, recognising that ESG performance is central to our investment attractiveness and long-term value creation. We proactively engage with independent ESG rating agencies, including MSCI, ISS, and Sustainalytics, reviewing their assessments of our sustainability performance and using their insights to inform our continuous improvement. Our environmental commitments are grounded in science through the Science Based Targets initiative (SBTi), which provides independent verification that our emissions reduction targets are aligned with the climate scenarios necessary to limit global warming to 1.5°C. We have incorporated the Carbon Risk Real Estate Monitor (CRREM) analysis into our portfolio assessment, ensuring our buildings meet the decarbonisation pathways required for long-term financial viability in a carbon-constrained future. We comply with mandatory UK legislation including the Minimum Energy Efficiency Standards (MEES) for rental properties, the Energy Savings Opportunity Scheme (ESOS) for mandatory energy audits, and UK Building Regulations for new construction and major refurbishment. Although we are not mandated to, we have aligned our reporting with the Corporate Sustainability Reporting Directive (CSRD) framework to make our reporting comparable with our European counterparts, and we comply with the UK's Streamlined Energy and Carbon Reporting (SECR) regulations. These frameworks provide a consistent language for stakeholder engagement, ensuring that our sustainability ambitions are grounded in credible, comparable, and externally verified standards.

4. Our Governance continued

Investor and ESG Disclosure Benchmarks

Institutional investors use standardised ESG benchmarks to assess sustainability performance and compare companies against peers. We participate in these frameworks to demonstrate transparency, accountability, and commitment to continuous improvement. Our performance directly influences investor decision-making and capital access. These benchmarks are central to our sustainability strategy and stakeholder engagement.

Report	2023/24 score	2024/25 score
GRESB	85% 4/5 gold stars	89% 4/5 gold stars
EPRA	Gold	Gold
CDP	B A-List Supplier Engagement Assessment	A SEAs released July 2026

This year, Big Yellow was recognised on the CDP A List, joining just 877 companies out of 20,000 that are disclosed globally. Achieving this standard for environmental transparency and climate leadership is a testament to the continued work and leadership shown in the business for sustainability.

Independent ESG Rating Agencies

ESG rating agencies provide independent third-party assessments that shape investor perception and capital availability. We proactively review their assessments and use their insights to identify improvement opportunities. Regular engagement with these ratings ensures our sustainability claims are credible and meet institutional standards. We track our performance against these rigorous external benchmarks.

Report	2023/24 score	2024/25 score
FTSE4Good	2.9	2.8
ISS	C with Prime status	C+ with Prime status
MSCI	BBB	A
Sustainalytics	8.03 Negligible risk	8.9 Negligible risk

Science-Based Environmental Frameworks

Science-based frameworks translate climate science into actionable business targets aligned with global climate goals. These frameworks provide external validation of our targets and enable comparable measurement across our value chain. We have committed to these frameworks because environmental responsibility and commercial success are inseparable. Our targets are grounded in climate science, not aspiration.

Scope of emission	Coverage of baseline	Type of target	2020 baseline	2032 % reduction	2032 target
Scope 1 & 2	100%	absolute	3,160 tCO_2e	-70%	948 tCO_2e
Scope 3	78%	intensity	3.3 $kgCO_2e$/sq ft	-61.1%	1.3 $kgCO_2e$/sq ft

In recent years we have incorporated the Carbon Risk Real Estate Monitor (CRREM) analysis into our benchmarking framework to assess the alignment of our real estate portfolio with decarbonisation pathways necessary to limit global warming to well-below 2°C. It therefore informs our long-term capital planning, ensuring that our sustainability investments are not only meeting current regulatory and investor expectations, but positioning our buildings as resilient, valuable assets in a carbon-constrained future. 84% of our estate is already 1.5°C ready and we continue to implement projects across the estate to bring the rest of the estate in line. For a full list of our assets misalignment years please see **Appendix 2 – Asset list**.

4. Our Governance continued

Regulatory Compliance and Legislation

UK and EU legislation increasingly mandates the measurement, disclosure, and management of sustainability impacts. Compliance with these requirements is non-negotiable and establishes minimum standards for our sector. We view regulations as baselines, not ceilings—our ambitions consistently exceed what legislation requires. By staying ahead of regulatory expectations, we position Big Yellow as a responsible operator. The regulations in question include, but are not limited to:

- The Minimum Energy Efficiency Standards
- The Energy Savings Opportunity Scheme
- Streamlined Energy and Carbon Reporting
- UK Building Regulations
- Corporate Sustainability Reporting Directive
- Climate-Related Financial Risk Disclosure
- Climate Change Levy

Our commitment to energy efficiency and renewable energy generation directly impacts our Climate Change Levy (CCL) exposure. This year, our 9% reduction in energy bills reflects both improved operational efficiency and increased on-site renewable generation, reducing our reliance on grid-purchased electricity subject to CCL charges. This is a decrease on our summer 25% bill reduction; which is a reflection of the very sunny summer and relatively cold winter levelling the differences in savings levels between the two halves of the year. By investing in solar capacity, battery storage, and energy efficiency improvements, we are both meeting regulatory requirements and generating direct financial benefits through reduced energy taxation.

Year ended 31 March	2020 – baseline year	2025	2026
Grid bought Electricity (kWh)	8,866,954	9,356,252	**8,151,002**
CCL (£/kWh) electricity	0.00847	0.00775	**0.00775**
Gas	Not reported	179,468	**90,565**
CCL (£ per kWh) gas	Not reported	0.00775	**0.00775**
Total Gas and Electric CCL (£)	£75,103	£73,902	**£63,872**

% change from base year not calculated as reporting scope is different

Assurance and Verification

We have commissioned SGS United Kingdom Ltd to carry out independent assurance of our Greenhouse Gas emissions disclosures and other select voluntary disclosures. Fourteen have now been assured at a reasonable level of assurance with the remaining twenty being assured to a limited level using procedures are designed to align with IESSA and ISO17029:2019 requirements for assurance engagements where ISAE3000 assurance standard is being used. This standard is being used to assess the selected indicators for the financial year ended 31 March 2026. Their assurance statement can be found in **Appendix 1 – Assurance statement**.

Our full ESG Report and the relevant sections within our Annual Reports and Accounts (Director's report and ESG section) have been prepared in accordance with the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 implementing the Streamlined Energy and Carbon Reporting (SECR) requirements. The GHG section of the ESG report has been reported in accordance with the WRI/WBCSD GHG Protocol – a Corporate Accounting and Reporting Standard.

Please note, historical data and normalising data that has been restated has not been re-assured. Selected environmental and social datasets within this report have been externally assured by SGS. Assured metrics are indicated throughout the report by an asterisk (*).

5. Our Environment

Our environmental performance reflects a programme of investment across our estate, focused on reducing emissions, improving energy efficiency, and strengthening the resilience of our assets.

The scale and consistency of delivery across these programmes is now becoming evident in our results. We have materially reduced our reliance on grid energy, largely eliminated gas from our estate, with one final leased building remaining and continued to improve the efficiency of our buildings, all while growing the business. The physical and transition risks identified in our climate-related disclosures directly inform our investment in solar generation, battery storage and energy efficiency, reducing both exposure to energy price volatility and long-term carbon transition risks.

This section sets out how these outcomes are being delivered in practice. It focuses on the operational programmes and asset-level decisions that underpin our environmental performance, demonstrating how our strategy is embedded into the way we design, operate and invest in our estate.

Our climate-related risks and opportunities are assessed in line with the recommendations of the TCFD and UK SRS S2. These are detailed in our **Annual Report and Accounts**. The operational programmes outlined in this section represent the practical delivery of those climate mitigation actions.

5. Our Environment continued

5.1 Our Environmental Project Highlights

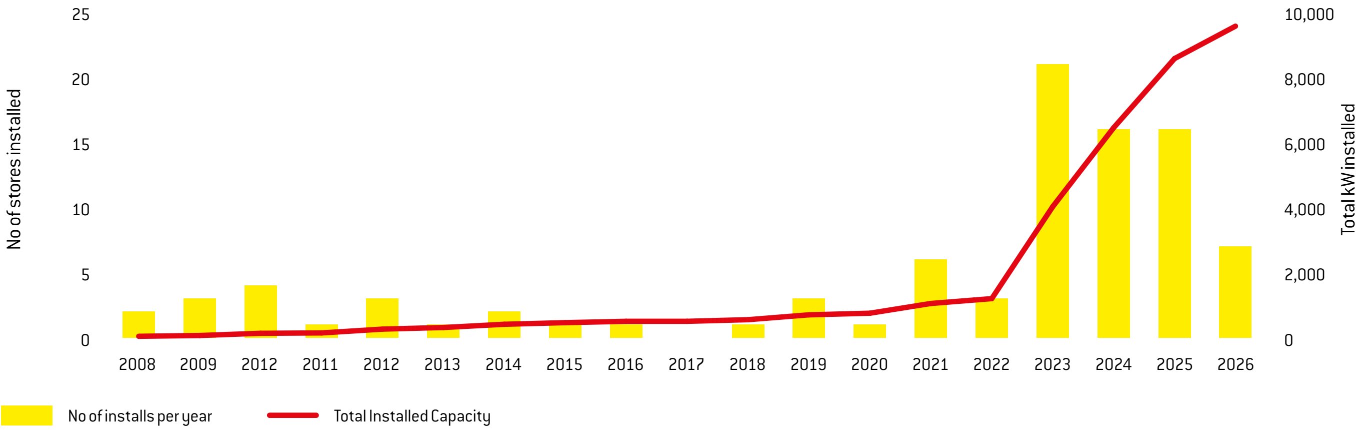
Solar

Solar generation is now embedded as a core component of how we power our estate.

At the end of the year, we have 9.6MWp* of installed solar capacity across our portfolio, reflecting sustained investment over more than a decade and placing us firmly on the pathway to our target of generating more electricity than we consume by 2030.

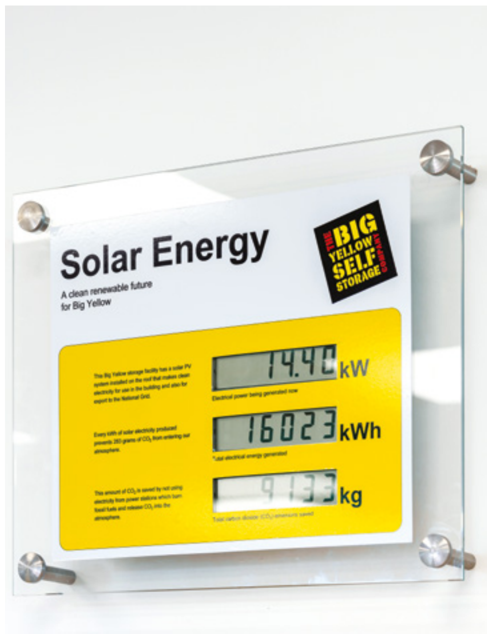
Delivery continues at pace. During the year, we installed solar across 7 stores, including four new developments and three retrofit installations on existing assets. This dual approach of integrating solar at the point of construction while continuing to retrofit across the estate ensures that we maximise generation capacity across both new and existing buildings.

Total installed capacity and annual no of installs



As our portfolio matures, our approach is also evolving. Alongside new installations, we have begun upgrading some of our earliest solar arrays to improve performance and ensure they continue to deliver efficiently over the long term. This reflects a shift from initial deployment to active asset management, ensuring that our systems remain fit for purpose as technology advances and our energy requirements evolve.

Our progress is guided by clear interim milestones. Having overshot our target this year, we are now progressing towards by 11.5MWp by 2028, maintaining a consistent trajectory towards our 2030 objective.



5. Our Environment continued

Batteries

Battery storage is becoming an increasingly important component of how we manage energy across our estate, enabling us to maximise the value of the electricity we generate on-site.

Our approach to battery deployment has been deliberately phased to allow us to get a better understand of the technology and market. Over the past few years, we have progressed through a structured pilot programme, testing different technologies, configurations and installation approaches. This has allowed us to build a clear understanding of how battery systems perform in a self storage environment and how best to integrate them alongside our solar infrastructure.

During the year, we moved from pilot to early-stage rollout. We installed and commissioned four battery systems at our new stores, alongside a programme of retrofit installations across existing assets. In several cases, these installations were delivered in parallel with new solar systems; in others, batteries were added to stores with existing solar capacity to increase the proportion of energy used on-site rather than exported.

As a result, once all current installations are fully commissioned, we will have approximately 700kW of battery storage capacity across 15 stores.

Importantly, our approach continues to evolve. The experience gained from this year's installations has enabled us to refine both system design and delivery. For the next phase of rollout, we are adopting smaller, more modular systems that require reduced civil works while still providing operational flexibility and resilience against rising grid costs. We have already committed to a further 400kWh of storage across eight additional stores in the coming year, continuing our measured expansion of battery capacity across the estate.

Battery storage plays a critical role in supporting our broader energy strategy. By enabling us to store and deploy energy when it is needed, these systems increase the efficiency of our solar generation, reduce peak grid demand, and improve the resilience of our operations.

With a long-term commitment to reach 3,000kW of installed capacity by 2030, we have established a clear pathway for scaling this technology across our portfolio. The progress made to date provides confidence in both the operational and financial case for continued investment.

5. Our Environment continued

Energy Efficiency

Energy efficiency remains a fundamental component of our approach to reducing energy consumption across the estate. While on-site generation reduces our reliance on external energy, efficiency ensures that we minimise demand at source.

This programme plays a direct role in delivering our SBT to reduce Scope 1 & 2 emissions by 70% against our 2020 baseline by 2032, alongside our commitment to install energy management improvements in at least 20 stores each year.

Building on last year's pilot programme, we have refined and standardised the solutions deployed across our stores, with a particular focus on lighting controls. During the year, energy efficiency upgrades were implemented across a further 24 stores, exceeding our annual commitment and delivering energy savings of approximately 25% at upgraded locations. These improvements have been driven primarily through the installation of intelligent lighting systems. Motion sensors have been introduced across storage areas, ensuring that lighting is activated only where and when it is required by customers and staff. In addition to reducing energy consumption, this has improved the customer experience by removing the need to manually reactivate lighting when moving through the store.

We have also introduced lux-level and motion-based controls in reception areas and loading bays, enabling lighting levels to adjust dynamically based on operational requirements and natural light conditions. This ensures that spaces are no longer over-lit, while maintaining appropriate visibility and safety standards.

Alongside these technical interventions, we are increasingly using data analysis to identify inefficiencies at a store level and work directly with operational teams to address them. For example, at one store where gas heating had previously been removed, electric panel heaters had been installed but not fully locked down, allowing settings to be overridden. Through targeted engagement with the store team, including clear guidance on resetting and securing the controls, we achieved a substantial reduction in energy consumption at that site. This approach of combining data insight with practical, customer and staff engagement demonstrates how relatively simple interventions can deliver meaningful results when supported by effective communication and operational ownership.

To date, we have invested just over £700,000 in energy efficiency upgrades. The performance of the programme has demonstrated a clear financial case, with a payback period of approximately three to four years. Given the strength of these results, we have committed to rolling out energy efficiency upgrades across the remainder of the estate in FY27. This next phase will build on the standardised approach developed to date, enabling consistent delivery of both energy and cost savings at scale.

Energy efficiency is now an established and repeatable programme across our portfolio, complementing our investment in solar generation and battery storage and forming a core part of our overall energy strategy.

5. Our Environment continued

5.2 Energy

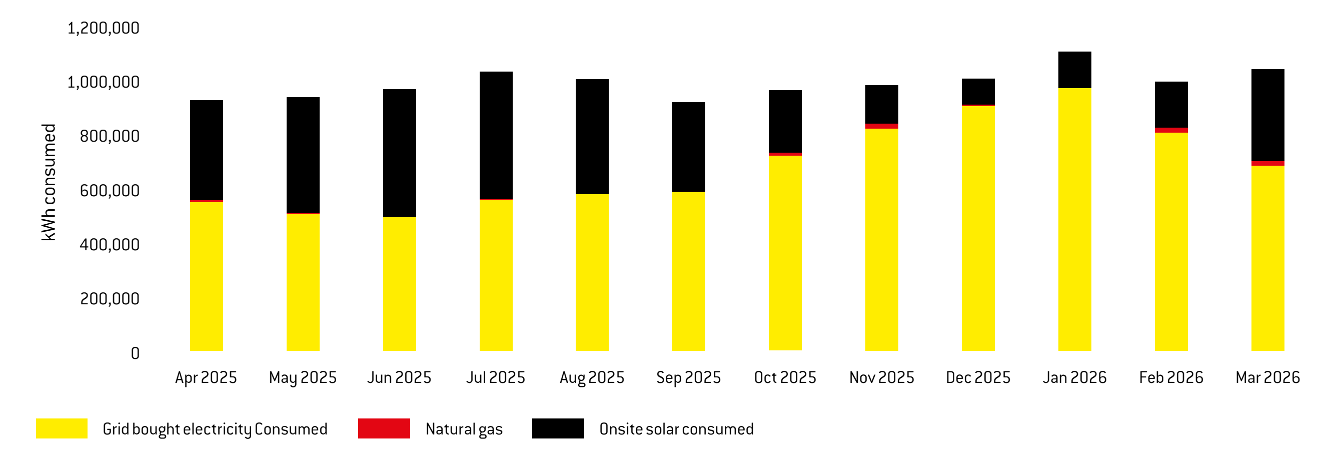
Our approach to energy is central to both our environmental performance and the long-term resilience of our business.

Through sustained investment in solar generation, battery storage and energy efficiency, we are transforming how our estate is powered. Reducing reliance on grid electricity, lowering operational emissions, and improving cost efficiency. Investment in energy infrastructure, efficiency upgrades and low-carbon design is embedded within our capital allocation framework, ensuring that sustainability considerations are directly integrated into long-term asset planning and investment decisions.

This transition is delivering measurable outcomes. Our growing on-site generation, combined with reduced demand and the near elimination of gas, is reshaping our energy profile while generating tangible financial returns.

68%	31%	1%
Grid bought electricity	**Self-generated electricity**	**Gas**

Consumption of energy consumed



We have moved from a passive energy consumer to an actively managed, partially self-sufficient energy system. One that reduces exposure to energy price volatility and supports long-term value creation. Together, these initiatives are transforming our energy model from a cost centre into a strategically managed asset, delivering long-term environmental and financial value.

Electricity Generation

On-site renewable energy generation is now a core component of how we power our operations.

With 9.6MWp of installed solar capacity across 85 stores, we are generating a significant and growing proportion of our electricity directly on-site. This reduces reliance on externally sourced energy and embeds resilience across our estate.

Our approach combines integration at the point of construction with ongoing retrofit and system expansion across existing assets, ensuring that generation capacity is maximised across both new and established stores.

5. Our Environment continued

As battery storage is further deployed, we expect to increase the proportion of energy consumed on-site, improving overall system efficiency and reducing export dependency.

Year ended 31 March	2020(base year)	2025 restated[1]	2026
Solar Generation (MWh)	578	4,831	**6,506**
Total Store Energy Consumed (MWh)[2]	13,184	12,510	**11,758**
Solar consumed % of Total Store Energy Consumed	New for 2025	23.8%	**31%**
Solar generation % of Total Store Energy Consumed (kWh)	New for 2025	38.6	**55%**

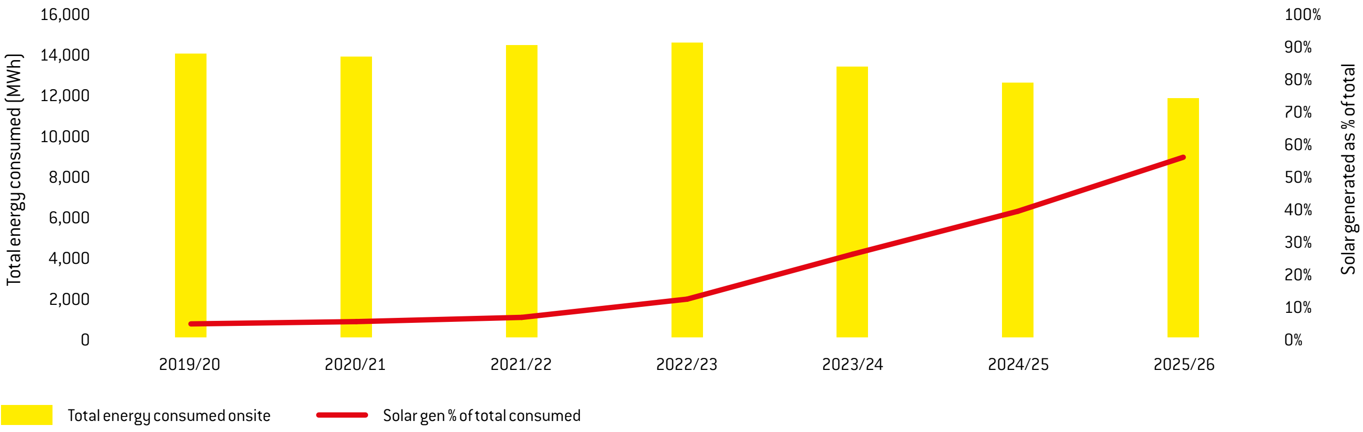
(1) Store solar use restated due to meter comms issues resolved post year end

(2) Grid bought electricity, solar used and gas used, store only

Please note, all new solar installations have an export meter fitted. We have experienced significant external delays having these registered but, once this is completed, our exported energy data reporting will be 100%.

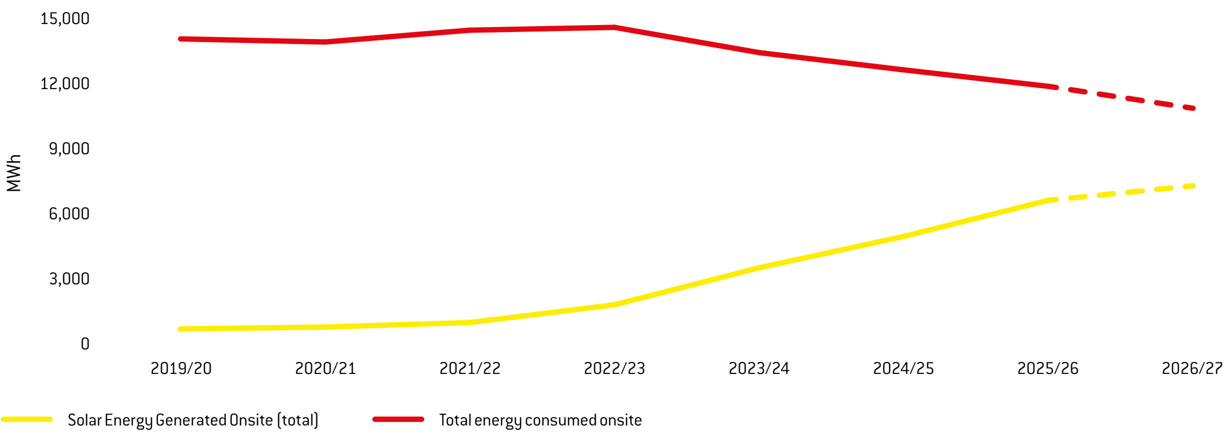
Solar generation is now a meaningful contributor to our energy mix, reducing our reliance on grid electricity, lowering operational emissions, and delivering tangible cost benefits. As we continue to scale capacity and optimise performance, solar will play an increasingly central role in how we operate our estate.

Total energy consumed and solar generated



This year self generated power accounts for 31% of our total electricity consumed on our estate. We have made the public commitment in our strategy to self generate more than we consume by 2030.

Total energy consumption Vs self generated solar power



We have made good strides towards this target over recent years as shown in this graph. This shows the progress of our consumption reducing and our self-generation increasing. The dotted lines show the prediction for where we hope the trajectory to go in FY 2027.

5. Our Environment continued

Financial Benefits of Solar Generation

Our investment in solar generation is delivering clear and measurable financial returns, alongside environmental benefits.

By generating electricity on-site, we are reducing our reliance on grid-supplied energy and avoiding associated costs. During the year, this resulted in significant savings across our estate, reflecting both increased generation and continued energy price volatility.

In addition to cost avoidance, our solar assets generate income through electricity exports, Feed-in Tariff (FiT) payments and Renewable Energy Guarantees of Origin (REGO) certificates. These combined revenue streams further strengthen the financial performance of our solar portfolio.

Year ended 31 March	2021	2025 restated	2026
Solar Generation (MWh)	681	4,841	**6,506**
Store solar use (MWh)	391	2,981[1]	**3,599[*]**
Displaced grid energy savings[2]	£93,116	£658,681	**£702,198**
PPA payments (£)[3]	£108,951	£159,374	**£273,479**
FiT payments (£)[4]		£122,409	**£153,248**
REGO payments (£)	New 2024	£42,301	**£8,284**
Total savings (£)	£202,068	£982,765	**£1,137,209**

[1] Store solar use restated due to meter comms issues resolved post year end

[2] Supplied UK Network displaced electricity savings = solar generated kWh x 18.5p Grid kWh charges for any power generated up to 30 September 2025 and the price of 21.8p/kWh from our new energy contract which started on 1 October 2025

[3] The process of setting up PPAs once a solar installation is complete can take some time, so the split of used compared to exported does change over time

[4] FiT payment restated for Q4 with actual data rather than estimated data

The price received for REGOs has substantially dropped this year from an average of £9/MWh generated down to just £1.5/MWh which has seen a large overall reduction in the revenue generation of this element of our solar revenue profile.

Electricity Use

While increasing renewable generation is critical, reducing overall energy demand remains equally important.

Our energy efficiency programme is delivering measurable reductions in consumption across upgraded stores, driven by intelligent lighting controls, system optimisation and operational engagement.

These improvements, combined with on-site generation and battery deployment, are contributing to a sustained reduction in energy intensity across the portfolio.

Electricity is now the primary energy source across our operations. Where electricity is purchased, it is sourced through 100% REGO-backed renewable contracts, ensuring that our market-based emissions remain minimal.

These combined measures of on-site generation, renewable procurement, and efficiency improvements are driving a sustained reduction in our operational carbon intensity.

Gas

This year marks a significant milestone in our energy transition.

We have now removed gas from our owned store estate, following the completion of our gas boiler replacement programme. Only one leasehold store remains, which the company is vacating in 2026.

Financial year	Number of stores boilers removed	Comments
2020-21	3	
2021-22	2	
2022-23	10	
2023-24	7	
2024-25	6	1 landlord removal 1 store vacated 4 owned gas removed
2025-26	1	1 Landlord removal
Leasehold stores	1	1 to be vacated in 2026

The elimination of gas materially reduces our Scope 1 emissions and simplifies our energy model, enabling a fully electrified and increasingly renewable-powered estate.

Energy Performance

The impact of this integrated approach is now clearly reflected in our energy performance.

Our growing solar capacity, combined with reduced consumption and the removal of gas, has significantly shifted how energy is sourced and used across our estate.

In addition to absolute energy performance, we monitor energy intensity to understand how efficiently energy is used across our growing estate. This provides a clearer view of underlying performance by normalising energy consumption against key business metrics such as floor area, occupancy and revenue.

EPRA code	Measurement unit	Indicator	2020 baseline	2026	% change from base line year
Energy-Int	MWh/m^2/year – using CLA	Energy Intensity	0.025	**0.019[*]**	-24%

Please note: Energy includes total grid bought, solar consumed and gas energy used during the reporting year over the total CLA m^2.

5. Our Environment continued

5.3 Emissions

Our approach to emissions reduction is directly linked to the operational programmes outlined in the preceding sections. Investments in solar generation, battery storage, energy efficiency and the removal of gas are the primary drivers of reductions in our operational carbon footprint.

We measure and manage our emissions in line with the GHG Protocol and SECR requirements, ensuring consistency, transparency and comparability in our reporting.

Our emissions strategy is underpinned by three key targets, aligned to our sustainability strategy and reflected in our KPI framework. Two SBTs, the first to reduce Scope 1 and Scope 2 emissions by 70% against our baseline by 2032 and the second a Scope 3 intensity target. This year we have also set a new data quality target to increase the use of primary data in Scope 3 emissions reporting. These targets provide a clear framework for action, combining absolute emissions reduction with improvements in measurement and data quality across our value chain.

Scope 1 & 2 emissions

Our Scope 1 and 2 emissions performance reflects the cumulative impact of sustained investment across our estate. Despite continued growth in the business, our absolute emissions have reduced year-on-year. This has been driven by three primary factors: the near elimination of gas from our estate, increased on-site renewable energy generation, and continued improvements in energy efficiency.

These are structural changes to how we operate, rather than short-term reductions. As a result, we remain ahead of the trajectory required to meet our SBT.

Measurement unit	Indicator	2024/25 restated[3]	2025/26
tonnes CO_2e	Total Scope 1 Emissions (location based) store and non-store	53.5	**22.6***
tonnes CO_2e	Total Scope 2 Emissions (location based) store and non-store	1,874.60	**1,443.1***
tonnes CO_2e	Total Scope 2 Emissions (market based) store and non-store	0.0[1]	**0.0***
tonnes CO_2e	Total Scope 1& 2 Emissions (location based) store and non-store	1,928.20	**1,465.8***
tonnes CO_2e	Total Scope 1& 2 Emissions (market based) store and non-store	53.5	**22.6***
kgCO_2e/ revenue (000's£)	Greenhouse Gas (GHG) emissions intensity from building energy consumption (location based)	9.4	**7**
kgCO_2e/ revenue (000's£)	Greenhouse Gas (GHG) emissions intensity from building energy consumption (market based)	0.3	**0.1**
kgCO_2e/ Occupied space (1,000m^2)	Greenhouse Gas (GHG) emissions intensity from building energy consumption (scope 1 and 2 location based)	4.1	**3.2**
kgCO_2e/ CLA (1,000m^2)	Greenhouse Gas (GHG) emissions intensity from building energy consumption (scope 1 and 2 location based)	3.2	**2.4**
kWh	Total UK energy consumption (kWh) underpinning Scope 1 and Scope 2 emissions	9,627,691	**8,241,567**
tonnes CO_2e	Cat 1 – Purchased goods & services[2] Construction, Facilities & Stock	2,342	**2,289***
tonnes CO_2e	Cat 1 – Purchased goods & services All other categories	3,375	**2,387**
tonnes CO_2e	Cat 1 – Water consumption	3	**4***
tonnes CO_2e	Cat 2 – Capital expenditure[2]	16,273	**19,772***
tonnes CO_2e	Cat 3 – Fuel- and energy-related activities[2]	651	**562***
tonnes CO_2e	Cat 5 – Waste generated in operations	11	**62**
tonnes CO_2e	Cat 6 – Business travel	210	**212**
tonnes CO_2e	Cat 7 – Employee commuting	386	**398**
tonnes CO_2e	Cat 9 – Downstream transport and distribution	7,368	**9,333**
tonnes CO_2e	Cat 12 – End of life treatment	76	**69**

(1) 0 due to REGO-backed electricity

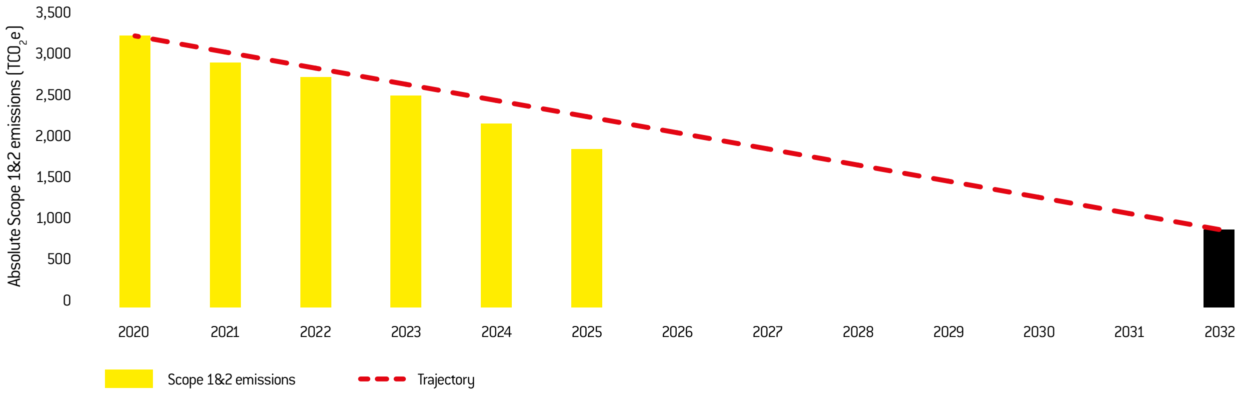
(2) Part of our SBTi boundary

(3) Restated with most up to date emissions factors

5. Our Environment continued

The continued reduction in emissions demonstrates that our strategy is delivering in practice. We are not only reducing our carbon footprint but doing so in a way that reflects fundamental changes in how energy is generated and used across our estate.

SBT absolute Scope 1&2 trajectory



Our emissions reductions to date place us ahead of the trajectory required to meet our SBT, reflecting the impact of sustained investment in energy infrastructure and operational efficiency.

Scope 3

Our Scope 3 emissions are driven primarily by our supply chain, the embodied carbon of our developments, and customer use. The following sections set out how we are improving measurement, strengthening engagement and beginning to manage these impacts

The majority of our Scope 3 emissions are driven by three primary components:

- emissions associated with our supply chain, including purchased goods and services
- the embodied carbon of our new store developments
- emissions associated with customer use of our facilities

In addition, we report emissions across a number of other categories, including

- fuel- and energy-related activities
- waste
- business travel
- employee commuting
- downstream transportation, and
- end-of-life treatment of sold products.

Although these represent a smaller proportion of our overall footprint. Our SBT for Scope 3 emissions currently covers the majority of Categories 1 and 2, and Category 3, using an intensity-based approach.

Scope 3 Category 2 in action

The embodied carbon of our buildings is a significant and growing component of our Scope 3 footprint, reflecting the materials and construction processes associated with new developments.

As outlined in the **Our Buildings** section, we have embedded Whole Life Cycle Assessments (WLCA) into our development process, conducting assessments at key RIBA stages to better understand the carbon impact of design and construction decisions. This approach enables us to move beyond high-level estimates and begin actively managing embodied carbon, using project-level data to inform design choices and reduce emissions over time.

5. Our Environment continued

Supply Chain Engagement

Engagement with our supply chain is central to both reducing emissions and improving the quality of our Scope 3 data.

Our Scope 3 footprint is primarily driven by purchased goods and services and the embodied carbon of our developments. As a result, working closely with suppliers is essential to improving our understanding of these impacts and identifying opportunities for reduction.

During the year, we strengthened our approach to supplier engagement, supported by the implementation of a new data management platform. This system enables us to calculate emissions across key categories using both spend-based methodologies and increasing levels of primary data, providing greater transparency over the carbon impact of our supply chain.

This improved visibility allows us to identify areas of over-consumption, inconsistencies in data and opportunities for more targeted engagement with suppliers. It also supports a more structured transition towards primary data, improving the accuracy and reliability of our emissions reporting.

Over time, this approach will enable a shift from estimation to active management, allowing us to prioritise emissions reduction opportunities across our value chain and integrate carbon considerations into procurement and development decisions.

Improving Scope 3 Data Quality

Improving the quality of our Scope 3 data is a key component of our emissions strategy and a specific target within our sustainability framework.

As mentioned, during the year we implemented a new data management platform to support the calculation and monitoring of emissions associated with our purchased goods and services and capital goods. This system enables us to track emissions using both spend-based methodologies and increasing levels of primary supplier data, providing greater transparency over the underlying drivers of our emissions.

The introduction of this platform represents a step change in the consistency, transparency and reliability of our Scope 3 emissions reporting. It also enables us to track progress in improving data quality over time, supporting our target to increase the proportion of primary data used in emissions calculations.

Metric	FY 2020	2026	Target
% Primary Data (Cat 1 & 2)	0%	**57%***	40% by 2028
Data platform implementation	Initial	**Implemented**	Full utilisation

Looking Ahead

Improving data quality and supplier engagement will enable us to better understand the drivers of our Scope 3 emissions and identify targeted opportunities for reduction across our supply chain and development activities.

As data quality improves and supplier engagement deepens, we expect to transition from spend-based estimation to primary data across key categories. This will enable a more targeted approach to emissions reduction, allowing us to prioritise the most material areas of our value chain.

Over time, this will support the integration of carbon considerations into procurement, design and investment decisions, strengthening our ability to manage Scope 3 emissions in line with our Science-Based Targets.

This approach ensures that future emissions reductions are based on robust, decision-useful data and aligned with the scale and complexity of our operations.

5. Our Environment continued

5.4 Water, Waste and Resource Use

While energy and emissions represent the most material environmental impacts of our business, we continue to manage water use, waste, and resource efficiency across our operations to minimise our broader environmental footprint.

Water

While water consumption is not a material driver of our environmental impact compared to energy and emissions, we continue to manage it responsibly across our estate, with a focus on monitoring, efficiency and risk mitigation.

Water use across our stores remains relatively low due to the nature of our operations. It is limited to essential operational requirements, including staff facilities and customer amenities. However, we benchmark our performance against industry standards to ensure continued efficiency.

Our water intensity remains significantly below the Better Buildings Partnership ("BBP") 'Good Practice' benchmark, reflecting the inherently low water requirements of our business model and the effectiveness of our control measures.

Measurement unit	Indicator	Better Building Partnership benchmark	2026
litres/m^2 /year – occupied space	Water Intensity	386	**0.05***

Our focus during the year has been on improving visibility and control across the estate. We have expanded the rollout of remotely read water meters, increasing coverage across our stores and enabling more accurate and timely monitoring of water consumption. This enhanced visibility allows us to identify anomalies and potential inefficiencies more quickly and respond proactively where required.

While we have not realised material cost savings from leak detection this year, the improved monitoring capability provides a stronger foundation for managing consumption and mitigating potential issues in the future.

Where relevant, we incorporate efficiency measures such as low-flow fixtures and continue to consider opportunities to improve water performance as part of our broader asset management approach.

Waste

Waste generation is primarily associated with the day-to-day operation of our stores.

Although we do not offer waste services for our storage customers we have implemented robust waste segregation practices across our estate. This year this has included the introduction of food waste segregation in line with the new regulations. This service has been supported by improved contractor reporting that provides greater transparency on waste volumes and disposal routes. This enhanced data enables us to better understand our waste footprint and identify opportunities for reduction.

Year ended 31 March	2024	2025	2026
Landfill Tax (£)	428	535[1]	**515**
Total Waste Cost (£)	173,248	221,276	**217,730**
Mixed Recycling (£)	69,826	86,011	**24,886**
Food Waste (£)	New for 2026		**9,262**
General Waste (£)	103,155	134,356	**209,655**
Glass Mixed Recycling (£)	267	909	**1,544**
Other (£)	0	0	**0**

Please note:

Landfill Tax is an environmental tax paid in addition to normal landfill costs. Reducing, reusing, and recycling waste can reduce the Landfill Tax rate. The rate per tonne has increased YoY consistently with a 22% rise in this reporting year.

We continue to look for other means to reduce the amount of our waste but may have to accept an increase as we open more stores and look to support our customers.

(1) Restated to include Non-Store landfill waste

We continue to prioritise recycling and diversion from landfill, supported by employee engagement and clear operational guidance.

Other Resource Use

We are actively working to reduce the environmental impact of the materials we use and sell.

Key initiatives include removing single-use plastics from product lines, increasing recycled content in packaging, and transitioning operational processes to digital formats to reduce paper consumption.

We also engage with suppliers to improve product sustainability, including trials of higher recycled-content materials and ongoing assessment of product lifecycle impacts through our Scope 3 emissions work.

In addition, our partnership with Treepoints continues to support reforestation initiatives linked to our packaging sales, contributing to wider environmental benefits. With nearly 12,400 trees planted on our behalf across mangrove restoration projects in East Africa and Brazil communities and wildlife in these areas are benefitting.

6. Our Buildings

Our buildings are the foundation of our business. Without our storage facilities, we have no business. We take deliberate care in how we design, acquire, and operate these assets, embedding environmental responsibility into every decision from site selection through to daily operation.

This year, the four new stores opened at Staines, Queensbury, Slough Bath Road and Wembley demonstrate how our sustainability strategy translates into tangible outcomes. Across these developments, we have consistently delivered high environmental standards, integrating energy efficiency, renewable generation, and biodiversity enhancement from the outset. The performance of these new stores provides a benchmark for future development and a reference point throughout this section.

Store	BREEAM	CCS score	EPC	Solar / Battery	BNG
Staines	Excellent	43	A	100kwp/50kw	10%
Queensbury	Excellent	45	A	80kwp/50kw	472%
Slough Bath Rd	Very Good (targeted)	45	A	161kwp/50kw	100%
Wembley	Very Good (targeted)	43	A	170kwp/50kw	6668%

These outcomes reflect the consistent application of our design standards, construction practices, and operational approach. Throughout this section, we refer back to these developments to illustrate how our sustainability commitments are embedded across the full building lifecycle, from acquisition through planning, design and construction to long-term operation.

6. Our Buildings continued

6.1 Building Design and sustainability standards

We design our stores to prioritise energy efficiency and sustainability from the outset. Each new store is designed with green building standards and best practices embedded into its architecture, systems, and site integration. This includes optimising building orientation, incorporating high-performance insulation, implementing energy efficient lighting systems, and installing solar and battery storage. Our goal is to minimise energy consumption, reduce embodied carbon, and enhance the long-term sustainability of our properties.

BREEAM Certification

Big Yellow has committed to a minimum standard of BREEAM Very Good for all new builds, regardless of local planning requirements. This external standard ensures our buildings meet rigorous environmental, social, and economic performance benchmarks, and demonstrates our commitment to best practice beyond baseline compliance. Please see the table at the beginning of this section for this year's BREEAM scores.

Renewable Energy and Storage

We have increased our minimum commitment to solar installations on all new stores. Since 2021, every planning application has included optimal solar capacity in the range of 85kWp-200kWp, irrespective of planning requirements. This year, we installed Battery Energy Storage Systems (BESS) at four new stores, demonstrating substantial grid savings and extended on-site use of generated solar power, details of which is in the table above. With payback periods of approximately 10 years, we have committed to installing batteries in all new stores going forward.

Biodiversity and Water Management

We are committed to achieving biodiversity net gain in all our developments. By enhancing green spaces through green walls and roofs, creating wildlife habitats, and planting native vegetation, we increase biodiversity value beyond pre-development baselines. Biodiversity considerations are integrated into our site design and development processes. These support our broader approach to nature-related impacts and responding to evolving regulatory and stakeholder expectations. Sustainable Urban Drainage Systems (SUDS) are integrated into all urban developments, using permeable surfaces and soft landscaping to regulate surface water and protect local water resources.

Electric Vehicle Infrastructure

We recognise the importance of supporting the transition to electric vehicles. This year, our new stores at Staines and Queensbury were fitted with EV charging pods, bringing our total EV charger provision to 20 locations across our store portfolio and head office.

6.2 Construction Practices and Materials

During construction, we prioritise sustainable materials with low environmental impact, selecting concrete with increased recycled aggregate, recycled steel, and non-toxic materials. We implement construction practices that minimise waste generation, optimise material use, and ensure responsible sourcing and disposal.

Embodied Carbon Assessment

We have completed Whole Life Cycle Assessments (WLCA) at RIBA Stages 2 and 4, and are currently compiling Stage 6 (post practical completion) assessments. These assessments measure the embodied carbon of our buildings across their full lifecycle; from material extraction through construction to operation and eventual end-of-life. By understanding the carbon intensity of our construction choices, we can identify opportunities to reduce embodied carbon in future building designs and specifications.

Construction Standards and Community Responsibility

We are proud to participate in the Considerate Constructors Scheme (CCS), an industry initiative that promotes best practices and higher standards throughout all construction phases. The scheme emphasises not only the quality of the built environment but also the well-being of local communities and the environment. By prioritising communication, transparency, and sensitivity to local concerns, we minimise disruption and inconvenience to residents and businesses.

This year's CCS scores reflect our commitment to responsible construction and can be found at the top of this section.

6. Our Buildings continued

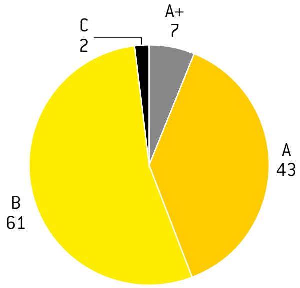
6.3 Store Sustainability and Performance

Our commitment to sustainable design and responsible construction translates into long-term operational performance. Once a store opens, it becomes part of our wider portfolio, and we continue to ensure high environmental standards to prolong asset lifespan and maximise sustainability. This section demonstrates how our buildings deliver on the environmental promises made at the design and construction stages.

Energy Performance and Decarbonisation

Energy Performance Certificates (EPCs) provide an objective measure of our buildings' energy efficiency and operational performance. After a comprehensive EPC recertification programme, our certificates now accurately reflect the investments made across our estate in renewable energy generation and energy efficiency improvements. We now have 111 stores (98%) rated B or above, with seven stores achieving A+ ratings. This is the highest possible performance under the UK Energy Performance Certificate framework. These A+ stores are net energy positive: they generate more energy than they consume through their roof-mounted solar panels.

EPC by No. of stores



This strong EPC performance demonstrates that our design commitments, high-performance insulation, energy-efficient systems, solar arrays, and battery storage deliver measurable operational benefits. Our stores are not theoretical exercises in sustainability; they are validated, performing assets that reduce energy costs, enhance grid stability, and minimise operational emissions.

Green Building Features Across the Portfolio

The overwhelming majority of our stores incorporate green building features that support both environmental and operational objectives. Most stores now include solar photovoltaic arrays, with 48 stores having undergone solar retrofit installations totalling 9.6MWp capacity. Many stores feature green roofs or green walls, which provide insulation benefits, extend roof life, manage water runoff, and create habitat for wildlife and pollinators. These features are not optional extras; they are integral to how we operate our buildings. Please see **Appendix 2** for the full asset list.

Energy and Cost Benefits in Operation

The 9% reduction in energy bills across our portfolio this year demonstrates that investments in renewable energy, battery storage, and energy efficiency are delivering real financial returns alongside environmental benefits. Stores with solar capacity are generating revenue through self-consumption and grid export. Stores with battery storage are optimising their energy use patterns and protecting against energy cost volatility. Stores with upgraded lighting controls and therefore efficient systems are reducing their operational carbon footprint year on year.

Water and Waste Management

Our commitment to sustainable operations extends beyond energy. Sustainable Urban Drainage Systems across our portfolio manage surface water responsibly, reducing flood risk and protecting local water resources. Where waste is generated during operations we work with waste management partners to maximise diversion from landfill.

Lifecycle Value

The true measure of our buildings' sustainability is their lifecycle value. From design through construction to 20+ years of operation, our stores are built to deliver. Every design decision, from BREEAM Very Good standards to integrated solar to biodiversity enhancements, is made with the knowledge that this building will operate for decades, serve thousands of customers, and must perform reliably in a changing climate. Our stores with strong EPC ratings, high renewable energy penetration, and battery storage capability represents a foundation for future resilience and competitiveness.

Green Leases

In 2024, we began introducing green lease clauses into occupational leases across our industrial estates in Oxford, Bracknell, Harrow and most recently, Staines. This is to ensure that our estates stay up to date with the both institutional investor & tenant's ever evolving expectations on sustainability and will include (but not limited to) a schedule containing specific provisions for monitoring and improving energy performance, achieving efficiency targets (e.g., energy, waste and water) and minimising the environmental impacts of the buildings.

7. Our Social Value

Our approach to social value is focused on delivering measurable outcomes across our workforce, our communities and our wider stakeholder relationships.

We recognise that social performance is not only about policies and commitments, but about how we operate in practice. It is how we support our employees, contribute to communities and maintain responsible relationships across our value chain.

7.1 Our People

We are committed to delivering exceptional customer service by cultivating a positive workplace and empowering our staff. Our strategy centres on recruiting, retaining, and motivating talented individuals who act with integrity. We place strong emphasis on training to uphold our high service standards, whilst supporting the professional growth of our team. By prioritising personality over formal qualifications, our diverse and inclusive recruitment process ensures we find the ideal candidates. We nurture a collaborative workplace and provide benefits such as bonus schemes, share incentive plans and celebrate outstanding contributions through our Recognition Points Scheme.

We are always looking for ways to improve our workplace and the advantages of being part of Big Yellow. Our People Highlights showcase the progress we have achieved over the past year.

Recruitment and Retention

During the year, we strengthened our recruitment and retention approach, focusing on improving candidate experience, increasing transparency and supporting long-term career progression.

We enhanced our careers platform, incorporating feedback from our employee engagement survey and improving representation of diversity across our recruitment materials. A new vacancies microsite was also launched, providing clearer insight into our culture and employee experience.

We introduced enhanced data capability through our applicant tracking system, enabling improved monitoring of diversity and inclusion metrics. This allows us to identify trends and inform future recruitment strategies.

We also developed Promotion Toolkits and expanded apprenticeship pathways, supporting employees in progressing within the business while building a stronger internal talent pipeline.

These initiatives have improved visibility of our recruitment processes, strengthened internal progression pathways and supported a more inclusive and structured approach to hiring.

7. Our social value continued

Learning and Development

Virtual and on-line content

We continue to expand the range and accessibility of our digital learning resources, supporting employees at all levels of the business through a combination of virtual learning, eLearning and knowledge sharing initiatives. During the year, we launched a series of Career Insights videos featuring both Head Office and store team members who have successfully progressed within the business, sharing their career journeys and the development opportunities that supported their progression.

A programme of virtual sessions was also delivered across the business, enabling subject matter experts to share knowledge and best practice with their peers. Topics included career development, sales performance and operational standards. Alongside this, we hosted a series of virtual speaker events focused on personal and professional development, covering themes such as healthy eating, creativity, imposter syndrome and reaching individual potential.

To further support continuous learning, we developed new best-practice training materials by working closely with experienced store team members and converting their expertise into engaging eLearning content designed to improve operational performance. A series of virtual learning masterclasses was also delivered with an expert coach, providing employees with guidance across a range of development topics. Additional eLearning modules were introduced during the year, including subjects such as growth mindset, leading high-performing teams, LGBTQ+ awareness and productivity.

Company Courses

Our internal training offering continued to evolve during the year, with new workshops added to our portfolio of development programmes. These included sessions focused on driving sales performance, creating a customer-focused culture and improving communication skills. We also delivered management development courses covering key leadership topics such as coaching skills, talent retention and performance management.

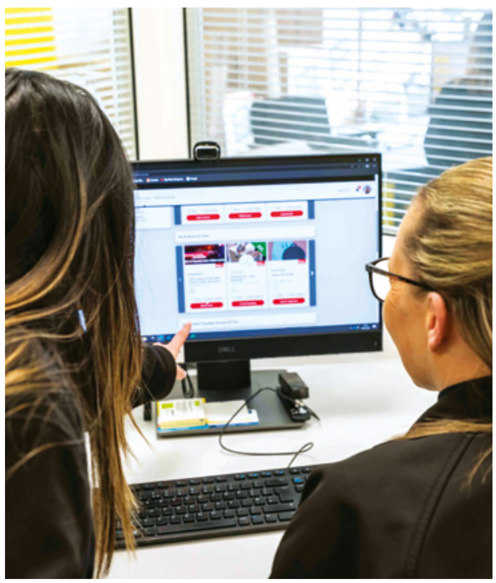
To improve accessibility and flexibility, a significant proportion of our face-to-face workshops were transitioned into shorter virtual sessions, making training more accessible for part-time employees and reducing travel requirements. We also introduced a video-based induction programme for all part-time employees, providing a more flexible onboarding experience while reducing the need for travel.

Workshops and training sessions continued to be delivered regionally to minimise travel where possible, while the quantity of eLearning content available to part-time employees was expanded further. Recordings of virtual training events were also uploaded to our learning management system, allowing employees to access content on demand and engage with training at a time that suited their working patterns.

Development Programmes

During the year, we introduced a mentoring programme designed to support employee development by connecting team members with experienced colleagues who could provide guidance, share knowledge and help build key skills. The programme supports personal development, encourages collaboration across the business and contributes to the development of future leaders.

We also delivered four structured development programmes aimed at employees across all levels of the business, ranging from Sales Advisors to senior Store Managers. These programmes combined workshops, eLearning and project-based learning to support both operational capability and career progression.



7. Our social value continued

Performance Reviews

A new Performance Review process was introduced during the year, placing greater emphasis on future career ambitions and development planning. The revised process encourages employees to discuss their long-term goals openly, identify the support required to achieve them and contribute to effective succession planning across the business.

To complement this approach, we introduced a Talent Map to provide greater visibility of employee strengths, development needs and future potential within the organisation. This supports career development, helps identify future leaders and strengthens long-term succession planning.

Store Performance Reviews also continued to be delivered virtually through our online platform, helping managers prioritise objectives and provide targeted support to team members. Completion rates for performance reviews remained at 100% across all stores during the year.

Professional Qualifications

We continue to support employees in achieving professional qualifications and developing specialist skills relevant to their roles. During the year, we partnered with several apprenticeship providers to deliver eight apprenticeship pathways, up to foundation degree level, covering Customer Service, IT, Business Administration, Finance and Management. These opportunities are available to both full-time and part-time employees across stores and Head Office functions.

Five team members are currently undertaking foundation degree-level apprenticeships, while a total of 23 employees are actively completing apprenticeship qualifications across the business. Employees also receive an apprenticeship bonus payment upon successful completion of their qualification.

During 2025, 17 Head Office and store employees completed apprenticeships, supported throughout the process by experienced Learner Coaches and their line managers. In addition to apprenticeship programmes, we also continued to provide support and funding for employees pursuing professional qualifications relevant to their roles.

Employee Wellbeing

Alongside a comprehensive benefits package, including bonus, pension, Sharesave and recognition schemes, we continue to support employee wellbeing both within and outside the workplace through a broad range of initiatives and support mechanisms.

Our family-friendly policies include enhanced maternity, paternity and adoption pay and leave, alongside support for employees undergoing fertility treatment. We also recognise important personal milestones, including engagements, weddings, births, birthdays and long service, through gifts and recognition awards. Our health and wellbeing offering includes private medical insurance, a healthcare cash plan, eye care support, discounted gym membership, fitness offers and a cycle-to-work scheme. We also maintain policies and support mechanisms for employees affected by disability, menopause or substance misuse.

Employees have access to a range of advisory and wellbeing services, including an Employee Assistance Programme, wellbeing resources, menopause support and access to Inclusivity and Diversity Experts and Mentors, including support for individuals with a history of convictions. Financial wellbeing support is also available through loans, salary advances and season ticket loans for commuting costs.

Social activities continue to be organised at both Company-wide and local levels throughout the year, supporting employee engagement and relationship building outside of day-to-day work. We also maintain clear procedures for employees to raise concerns through our Problem-Solving Procedure and independently managed Whistleblowing Policy.

7. Our social value continued

Inclusivity and Diversity

We are committed to fostering an inclusive and diverse workplace where all employees feel valued, respected and supported to succeed. By embracing different perspectives and experiences, we strengthen our culture, improve decision-making and better reflect the communities in which we operate. Further information is provided in our Inclusivity and Diversity Report 2025.

During the year, we undertook a comprehensive review of the structure and responsibilities of our Inclusivity and Diversity Committee, resulting in the creation of two dedicated sub-committees focused on gender and ethnicity respectively. We also continued to support employability initiatives linked to our Foundation charity partners, including mock interviews for Working Chance clients and Interview Skills Workshops delivered in partnership with St Giles Trust and Street League.

A new Harassment Policy was introduced during the year, outlining the Company's commitment to preventing harassment and the steps that will be taken should incidents occur. We also strengthened diversity monitoring within recruitment by introducing an Inclusivity and Diversity dashboard within our applicant tracking system. In addition, automated feedback emails were introduced for candidates who did not complete applications, helping us better understand barriers within the recruitment process and improve application rates among diverse groups.

We continued to expand support for neurodiverse employees, including providing assessments for dyslexia, ADHD and dyscalculia and offering tailored support based on individual needs. The knowledge and expertise of our Neurodiversity Expert was further developed through attendance at specialist conferences, training courses and panel discussions covering dyslexia, ADHD and autism. We also reviewed and improved our neurodiversity support resources on the employee intranet, making it easier for employees to access support and guidance.

Awareness initiatives during the year included Dyscalculia Awareness Day, Dyslexia Awareness Week and internal communications highlighting the support available for neurodiverse employees. We also produced a video walkthrough explaining the dyslexia assessment process and sharing practical guidance for supporting dyslexic colleagues.

Health & Safety

Big Yellow recognises the importance of maintaining high standards of health and safety for customers, employees, contractors and visitors across all areas of the business. Our Health & Safety Committee oversees the review of policies, risk assessments, performance and records on a quarterly basis, covering both routine store operations and fit-out construction activities.

The Committee includes the CEO, Construction Director, Head of Store Operations, Head of Estates and Facilities, Facilities Manager and Construction Manager, alongside Health & Safety representatives. Regular discussions take place across Head Office, stores, distribution operations and construction sites, with meeting minutes shared with key personnel and external consultants where appropriate.

Health & Safety responsibilities are embedded across the organisation, with clear accountability assigned to all employees and additional responsibilities for managers. Directors receive Health & Safety updates at the start of every Board Meeting, while the CEO maintains oversight of compliance across both construction and store operations.

External stakeholders include the Health & Safety Executive and Local Government Authorities, while independent consultants review policies and undertake annual audits to ensure compliance with regulatory requirements and best practice. Recommendations arising from these reviews are considered by the Committee and implemented where appropriate.

All employees receive regular Health & Safety training as part of ongoing learning and development, with external audits undertaken regularly across construction sites. Annual Store Health & Safety Meetings are also held across the estate, helping to identify and address operational issues through coordinated action between Facilities and Human Resources teams.

KPIs and GRI social indicators

EPRA social and health and safety indicators can be found in **Appendix 4 – EPRA data**.

People data has been updated and published in **Appendix 3 –Social GRI disclosures**.

7. Our social value continued

7.2 Our Communities

We aim to create meaningful and measurable impact across the communities in which we operate. This is delivered primarily through the Big Yellow Foundation, alongside employee volunteering, customer engagement and in-kind support.

Our approach to community impact extends beyond our existing operations and charitable activity. It combines financial contributions, donated space and direct engagement, enabling us to support charities in a practical and sustained way.

Community Investment

The community investment and engagement programme consists of the free space we provide at each store to charities and community groups, the fundraising our employees do and the matched funding of our customers donations.

Indicator	Amount raised
Free Space donated for community group or charity use	**£ 1,210,308***
1-99% discounted space donated for community group or charity use	**£ 510,784**
Total employee Big Yellow Foundation fundraising & Big Yellow matched funds	**£ 10,359**
Foundation matched funds from customer donations	**£ 466,858***
Paid work placements	**£ 28,391**
Total Community Investment	**£2,226,700**

Community Engagement

Engaging our customers in supporting worthy causes

We closely monitor our store teams' engagement with customers who move in or out of our stores and are invited to donate to the Big Yellow Foundation. Internally, we track how often customers willingly contribute money. Big Yellow matches every customer donation pound for pound. These figures are externally verified this year.

The Big Yellow Foundation supports charity partners who, in turn, help vulnerable individuals lead better lives. These individuals include those with physical or learning disabilities, young people from disadvantaged backgrounds, ex-offenders, refugees, and ex-service personnel.

Our commitment is clear: for every customer move-in, Big Yellow Group donates a minimum of £1. Our store teams encourage customers to join us in supporting the Foundation. This year, we have pledged a total minimum donation of £220,000. If donations fall short, Big Yellow will top up the difference to ensure the Foundation receives the full amount.

Approximately 37% of our customers choose to donate; some give a few pence, while others make significant contributions. Together, we make a tremendous impact on the charities we support. We invite you to read the **Big Yellow Foundation's Annual Report** for more details. Despite economic challenges, our customers' engagement with the Foundation and the causes we support remains strong. A heartfelt thank you to all our generous donors.

Community storage space

Providing free space to charities and community groups remains a core part of our community investment approach. Reflecting our broader business purpose of supporting people through periods of transition and change, each store is empowered to support local organisations by offering storage space at no cost. This in-kind support helps charities and community groups operate more effectively, enabling them to direct more of their resources towards delivering positive impact within their communities.

7. Our social value continued

Local Economic Impact of New Developments

Our approach to community impact extends beyond our existing operations to include the development of new stores. Through the planning and delivery of new sites, we contribute to local economic activity by supporting employment during both construction and operation.

Based on independent analysis, our stores support a meaningful level of business activity, with approximately 37% of space occupied by business customers nationally, rising to around 40% in London. This level of demand translates into employment density, with an estimated one job supported for every 20sqm of space used by businesses in London.

1. Redevelopment & construction benefits

Investment into a low density site to provide new, expanded & intensified space

Average of c. **60 jobs** over the duration of the 18 month construction period

Construction **training** opportunities and **apprenticeships**

2. End-use employment benefits

330 – 460 net jobs providing a wide range of local opportunities

Spending by employees supporting local shops and services in Bethnal Green

Uplift of c. **£33m – £46m GVA** per year from end use employment

3. Wider regeneration & community benefits

Flexible units & lease agreements able to respond to changing local business needs

An **incubator** for small businesses and start ups helping to support & grow **Tower Hamlets' diverse business community**

Space attractive to **charities and community organisations** a base from which to serve the local community

New developments also generate employment during construction and create ongoing roles through business occupancy. For example, our recent planning application for our Bethnal Green development has supported an average of 50–60 construction jobs during the build phase, alongside hundreds of long-term roles linked to business use of our facilities. These developments also contribute to local economic output, with estimated annual GVA uplifts in the range of £16 million to £46 million depending on location and scale.

7. Our social value continued

Big Yellow Foundation

The Foundation's annual report and accounts are available on the charity commission website.

Learn more about our partners and the Big Yellow Foundation on our website: **Big Yellow Foundation**.

At Big Yellow, our business model is centred on supporting customers through periods of transition and change. This principle is also reflected in the work of the Big Yellow Foundation, where we focus on supporting vulnerable individuals as they navigate challenging circumstances and progress towards sustainable employment and greater long-term stability.

Big Yellow, along with our customers and employees, provides the income for the Foundation. Our Charity Experts Committee meets quarterly to raise funds and promote the Foundation to our stakeholders.

The Foundation is our main vehicle for community programs that benefit both customers and employees. In the year ended 31 March 2026, the Foundation paid out £414,000 to its seven charity partners. Following the conclusion of our partnership with Breaking Barriers during Q1, the Foundation supported six charity partners across Q2 to Q4. Most grants are unrestricted funds, supporting essential needs for these organisations. Beyond Trustees, Big Yellow also contributes in-kind donations, financial services, and secretariat support to the Foundation Board of Trustees.

Down's Syndrome Association	Downs Syndrome Association (WorkFit), supports people with Downs syndrome into meaningful employment through tailored placements, building confidence, independence and long-term career opportunities.
St Giles	St Giles Trust, empowering individuals with lived experience, of Ex offenders, addiction and poverty to move into employment.
Street League	Street League uses the power of sport to engage and support young people into education, employment and training.
Supporting Wounded Veterans	Supporting Wounded Veterans help ex service personnel transition into civilian life by providing employment support, wellbeing programmes and opportunities to rebuild confidence and independence.
backup	Back Up Trust supports people affected by spinal cord injury to rebuild their independence, including access to employment pathways and skills development.

New Partnerships

From 01 April, we will launch charity partnerships with Sophie Hayes Foundation and Choose Love, expanding our support into the refugee space. These partnerships will strengthen our ability to support individuals facing complex barriers to employment through programmes and funding.

Sophie Hayes Foundation	Sophie Hayes Foundation supports survivors of modern slavery into employment and independence.
Choose Love	Choose Love, supports refugees and creating pathways into employment and stability.

7. Our social value continued

Holistic approach to partnerships

When we created the Foundation in 2018 our vision was that it would not simply be a vehicle to help fund charities. We wanted to create partnerships that went further than fund donations. We wanted our staff and the clients our charities are supporting to benefit directly from the interactions. To create this relationship we have taken a holistic approach by offering our employees the opportunity to volunteer with our charities partners, creating employability programmes to help the charity clients and offering work placements to the charity to give some of their clients the opportunity to experience the workplace and grow their employment skills and confidence. The collaborations also includes support from our charities to help us create more inclusive policies and environments.

Work placements at Big Yellow

Our work placement programme continues to provide structured opportunities for individuals who face barriers to employment.

During the year, 13 placements were delivered across our store network in partnership with organisations including Back Up Trust, Down's Syndrome Association, St Giles Trust, Street League and Working Chance.

These placements provide participants with practical workplace experience, helping to build confidence, develop skills and support progression into employment.

In one instance, a participant referred by St Giles Trust was offered a permanent role following successful completion of their placement, demonstrating the tangible outcomes of the programme.

Year ended 31 March	22/23	23/24	24/25	25/26
Paid 12-week Work placements	5	12	14	**13**

The programme continues to expand, providing meaningful opportunities for individuals while supporting our commitment to social mobility and inclusive employment.

Employability support

A part of our holistic approach with our charity partners this year was our 'World of Work Day' with charity partner St Giles Trust at our Kings Cross store. The session gave young adults valuable insight into our business through guided tours and career discussions, helping to build confidence and understanding of the workplace.

As part of our employability support, we delivered an 'Interviewing Skills workshop' in partnership with St Giles Trust and Street League. The session focused on developing interview and CV writing skills through interactive exercises, including identifying key skills from job descriptions and translating these into competency-based CV statements.

Alongside this, we launched 'The Big Yellow Mock Interview Programme' in partnership with Working Chance. Volunteers deliver online mock interviews, giving candidates the opportunity to practise in a supportive environment, with four sessions delivered each month via Teams.

Employee Volunteering

All full-time employees are entitled to one volunteering day per year which can be taken as a full day or split into two half days.

Our volunteering page on the employee intranet features opportunities from our Foundation charity partners. These are promoted through our internal YELLO communications, and our Charity Area Experts help match interested staff with suitable roles within their local store areas.

This year we expanded volunteering opportunities further by offering more roles through our regional stores and introducing remote volunteering options involving administrative support as well as in-person participation. In addition to opportunities with our partner organisations some staff have arranged volunteering activities with external charities. We actively encourage colleagues to support causes they are passionate about whether through our official partnerships or their own personal initiatives.

Over 95 employees participated in volunteering activities during the year, supporting a range of charity partners across the UK. Activities included mentoring, interview preparation, fundraising support and event delivery.

Whilst we no longer set specific targets for volunteering opportunities or work placements, we continue to disclose the number of full-time staff members who volunteered this year—both with our charity partners and other organisations they're connected to.

Year ended 31 March	22/23	23/24	24/25	25/26
% of company funded volunteering days executed by employees	4%	9%	11%	**20%**

We will continue to support our charity partners through volunteering in-person participation and expand remote opportunities for administrative duties. We also aim to increase the number and variety of volunteering roles available to our staff across the business.

Employee fundraising

Our employees play an important role in supporting The Big Yellow Foundation through fundraising initiatives across the year. From organised challenges to personal efforts, colleagues come together to champion causes that matter to them. Big Yellow matches employee fundraising up to £5,000, increasing the impact of every contribution. This year, a total of £10,359 was raised, reflecting the continued commitment of our people to our charity partners.

Supporting Young People and Children's Rights

We support community organisations including London Children's Ballet, which provides young people with access to high-quality ballet training and performance opportunities, Headlong Theatre, which supports bold contemporary theatre and creates opportunities for emerging creative talent across the UK, and the Inner City Schools Rugby Programme, which supports young people in inner city schools through rugby, helping to build confidence, teamwork and access to new opportunities. Together, these partnerships help young people access opportunities in the arts and sport while developing confidence, creativity and life skills.

Through these partnerships, we are committed to supporting children's rights by helping to create inclusive opportunities for young people to participate, develop and thrive, regardless of background or circumstance.

7. Our social value continued

7.3 Responsible Business Practices

We are committed to maintaining high standards of ethical conduct across our operations and supply chain. This includes how we manage supplier relationships, ensure compliance with regulatory requirements and support the financial resilience of our partners.

We maintain a structured approach to managing supply chain risk, with responsibility for supplier oversight sitting with individual Department Heads. We set clear expectations for our suppliers through our policies on ethical conduct, including modern slavery, anti-bribery and responsible sourcing, and expect suppliers to operate in line with these standards.

We have a supplier code of conduct we insist all our tear one supply chain to sign up to, new and existing suppliers alike. This covers a number of all corruption: bribery, kickbacks, insider trading.

We work with suppliers to promote compliance with the Modern Slavery Act and broader responsible business practices. Where appropriate, we engage directly with suppliers operating in higher-risk areas to review practices and support improvements.

We also operate a confidential **whistleblowing helpline**, which is available to supplier, subcontractor and Big Yellow employees working on our sites, providing an additional mechanism for identifying and addressing potential issues. Our approach and progress are reported annually through our **UK Modern Slavery Statement**.

Fair and timely payment is an important part of maintaining strong supplier relationships and supporting the resilience of our supply chain, particularly for smaller businesses. During the year, we maintained strong payment performance, continuing to meet the requirements of the Prompt Payment Code. We are currently transitioning to the Fair Payment Code and will report under the new framework once fully adopted.

Year ended 31 March	2024	2025	2026
Within 30 days	92%	92.5%	**94.6%**
Between 30 and 60 days	8%	7.2%	**5.3%**
Over 60 days	0%	0.4%	**0.2%**
Average time to pay an invoice	23 days	23.2 days	**22.4 days**

Our consistently high payment performance reflects a disciplined approach to financial management and supports long-term, stable relationships with our suppliers.

Appendixes


THE BIG YELLOW SELF STORAGE COMPANY
SELF STORAGE
Reception

Appendix 1 – Assurance Statement

SGS United Kingdom Ltd's report on selected KPIs pertaining to sustainability activities in the Sustainability Report 2025/26 of the Big Yellow Group Plc for the review period 1st April 2025 to 31st March 2026.

SGS

Nature of the Assurance

SGS United Kingdom Ltd (hereinafter referred to as SGS) was commissioned by The Big Yellow Group Plc (hereinafter referred to as Big Yellow) to conduct an independent assurance of selected KPIs included in the report 'Sustainability Report 2025/26' (herein referred to as the report).

Intended users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all of the Big Yellow Group PLC's Stakeholders.

Responsibilities

The information in the Report and its presentation are the responsibility of the directors and the management of the Big Yellow Group PLC, and SGS has not been involved in the preparation of any of the material included in the Report. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all of the Big Yellow Group PLC's stakeholders.

Assurance Standards, Type and Level of Assurance

This assurance engagement had been carried out according to the ISAE3000 (Revised, International Standard on Assurance Engagements) Assurance Engagements Other than Audits or Reviews of Historical Financial Information and standard EN ISO14064-3:2019 Specification with guidance for the validation and verification of Greenhouse Gas assertions, to establish conformance with the requirements of the applicable reporting criteria.

As indicated within this statement against each assured KPI, a 'reasonable' and 'limited' level of assurance was obtained.

Reporting Criteria

Reporting Criteria – GHG & Environmental KPIs

1. WRI/WBCSD GHG Protocol – A Corporate Accounting & Reporting Standard and its amendments
2. WRI/WBCSD GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Reporting Criteria – Social & Governance KPIs

1. Internal Policies & Procedures of Big Yellow Group PLC

Scope of Assurance

The scope of the assurance included assessment of specified performance information for the following KPIs as per the level of assurance indicated below:

GHG & Environmental KPIs – reasonable level of assurance

- Total electricity consumption (MWh)
- Like-for-like total electricity consumption (MWh)
- Total fuel consumption (MWh)
- Like-for-like total fuel energy consumption (MWh)
- Total amount of energy used in yr by current lettable area ($MWh/m^2/year$)
- Total direct (scope 1) GHG emissions (tCO_2e)
- Total indirect (scope 2) GHG emissions location-based (tCO_2e)
- Total indirect (scope 2) GHG emissions market-based (tCO_2e)
- Total Scope 1 & 2 Abs all operations – location based (tCO_2e)
- Scope 1 & 2 location- based intensity by current lettable area ($tCO_2e/m^2/year$)
- Number of estate EPCs with a B or above
- Total installed renewables capacity (kWh)
- Number of solar retrofit stores installed between 1st April 2022 and 31st March 2026
- Number of energy efficiency projects completed

GHG & Environmental KPIs – limited level of assurance

- Total water withdrawal by source (m^3)
- Like-for-like total water consumption (m^3)
- Building water intensity ($m^3/m^2/year$)
- Total installed renewables capacity (kW)
- Total weight of waste by disposal route (metric tonnes)
- Like-for-like total weight of waste by disposal route (metric tonnes)
- Proportion of Scope 3 Cat 1 & 2 data using primary rather than spend data (%)
- Scope 3 SBT Boundary (Cat 1 construction/facilities/stock, Cat 2 and Cat 3) Carbon intensity by CLA ($tCO_2e/ft^2/year$)

Appendix 1 – Assurance statement continued

Social & Governance Indicators – limited level of assurance

Material Objective	Indicator Title / KPI	Unit of Reporting	Male	Female
Emp-Training	Employee training and development – Ave	hr	43.489	46.22
Emp-Dev	Employee performance appraisals	%	98.72%	99.46%
Diversity-Emp	Employee gender diversity	%	54.62%	45.38%
Gov-Board	Composition of the highest governance body	#	6	3

Material Objective	Indicator Title / KPI	Unit of Reporting	Value Reported
Emp-Training	Employee training and development – total	hr	21875
Emp-Turnover	New hires rate	%	26%
Emp-Turnover	Turnover rate	%	15.6%
H&S-Emp-Injury	Employee health and safety – Injury rate	injury rate	0.1
H&S-Emp-Absent	Employee health and safety – Absentee rate	absentee rate	3.8
H&S-Emp-Fatal	Employee health and safety – Number of work-related fatalities	#	0
H&S-Asset	Store asset health and safety assessments	%	1
H&S-Comp	Total number of raised incidents	#	3
Community Eng.	% Assets offering free space donated for community or charity use	%	98.23%
Free-Space	Free space donated for community or charity use	£	£1,210,308.09
Matched-Funds	Foundation matched funds from customer donations	£	£466,857.70
Security-Breaches	Reportable information security breaches	#	1

Assurance Methodology

GHG & Environmental KPIs

CO_2 emissions from own operations and value chain were verified at a reasonable or limited level of assurance as detailed above according to standard EN ISO 14064-3:2019 Specification with Guidance for the Validation and Verification of Greenhouse Gas Assertions, to establish conformance with the requirements of Big Yellow's reporting methodology as stated in its 'Basis of Reporting 2025/26' and the WRI/WBCSD GHG Protocol – A Corporate Accounting and Reporting Standard ('The WRI/WBCSD GHG Protocol'), within the scope of the verification. The materiality required of the verification was considered by SGS to be below 5% for a reasonable level of assurance and below 10% for a limited level of assurance, based on the needs of the intended user.

The engagement included verification of emissions from anthropogenic sources of greenhouse gases included within the organisation's boundary and meeting the requirements of Big Yellow's 'Basis of Reporting 2025/26' and the WRI/WBCSD GHG Protocol.
The organisational boundary was established following the operational control approach.

- Description of activities: Self-Storage services
- Location/boundary of the activities: United Kingdom
- Physical infrastructure, activities, technologies and processes of the organisation: Self-storage stores and administrative offices
- GHG sources, sinks and/or reservoirs included:
  - Scope 1 – stationary combustion, mobile combustion and fugitive emissions
  - Scope 2 – purchased electricity
  - Scope 3 – category 1 (PG&S), category 2 (Capital Goods), category 3 (FERA), and category 5 (Waste in Operations)
- Types of GHGs included: CO_2, N2O, CH4, HFCs (PFCs, SF6 and NF3 are excluded)
- Directed actions: none

Data and information supporting the CO_2 equivalent statement were historical in nature and proven by evidence or estimated based on the best available data and in accordance with the methodologies defined within Big Yellow's 'Basis of Reporting 2025/26' and the criteria listed above.

Appendix 1 – Assurance statement continued

Social & Governance KPIs

The assurance comprised a combination of:

- Preliminary research and desk-based reviews
- Remote interviews with the head of sustainability, data compliance officer, financial accountant, the managers with responsibility for risk assessment, control, and reporting processes associated with the KPIs, metrics, and disclosures
- Remote interviews with the managers responsible for internal data collection for each KPI
- Document review of relevant management systems, policies and procedures
- Remote interrogation of and testing of relevant data collection systems and procedures, including interviews with relevant data analysts and data accuracy checking
- Final data verification checks to ensure KPI data is accurate and aligns with expectations
- Reviewing Report content against our findings and making recommendations for improvement

Verification was conducted upon all KPIs within the verification scope as an evaluation of historical data and information to determine whether the reported KPI data is materially correct and conforms to the criteria described above. SGS' approach is risk-based, drawing on an understanding of the risks associated with modelling KPI information and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the voluntary reporting of KPIs, including emission information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Limitations and Mitigation

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, estimating or testing of the verified information.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from the Big Yellow Group PLC, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

In conducting assurance engagements, SGS is governed by the 'SGS Code of Conduct' and the 'SAGSP Assurance Ethics', which has been established with the requirements of the IESSA (International Ethics Standard for Sustainability Assurance), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

At SGS assurance quality control is governed through the Sustainability Assurance Global Systems Procedure (SAGSP). This quality management system complements the requirements of ISAEs and are designed to be as demanding as quality control requirements stipulated by ISO17029:2019, and the ISQM1.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with relevant bodies. The assurance team comprised of; Lead Assurance Practitioners / Assessors – Indika Edussuriya, Laura Berns, Assurance Practitioner – Elisa Zandanel and Technical Reviewers – Finn Han & Abdullah Buhidma.

Appendix 1 – Assurance statement continued

Assurance Opinion

GHG & Environmental KPIs

Big Yellow provided the GHG assertion based on the requirements of its 'Basis of Reporting 2025/26' and the WRI/WBCSD GHG Protocol. The GHG information for the period 1st April 2025 to 31st March 2026 disclosing gross emissions of **26,490** metric tonnes of CO_2 equivalent (Location-Based) and **25,047** metric tonnes of CO_2 equivalent (Market-Based) are verified by SGS to a reasonable level of assurance for scope 1 and 2 and to a limited level of assurance for scope 3, consistent with the agreed verification scope, objectives, and criteria.

Verified emissions by scope are as follows:

Scope 1 – 23 tCO_2e

Scope 2 (location-based) – 1,443 tCO_2e

Scope 2 (market-based) – 0 tCO_2e

Scope 3 Category 1 (PG&S) – 4,680 tCO_2e

Scope 3 Category 2 (Capital Goods) – 19,772 tCO_2e

Scope 3 Category 3 (FERA) – 562 tCO_2e

Scope 3 Category 5 (Waste in Operations) – 10 tCO_2e

SGS' approach is risk-based, drawing on an understanding of the risks associated with modelling GHG emission information and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the voluntary reporting of emissions information.

SGS concludes with reasonable assurance that the presented KPIs listed on pages 1 and 2, and the scope 1 and scope 2 CO_2 equivalent assertion is materially correct and is a fair representation of the KPI and CO_2 equivalent data and information and is prepared following the requirements of Big Yellow's 'Basis of Reporting 2025/26' and the WRI/WBCSD GHG Protocol.

SGS concludes with limited assurance that there is no evidence to suggest that the presented KPIs listed on page 2, and the scope 3 CO_2 equivalent assertion is not materially correct and is not a fair representation of the CO_2 equivalent data and information and is not prepared following the requirements of Big Yellow's 'Basis of Reporting 2025/26' and the WRI/WBCSD GHG Protocol and its amendments.

We planned and performed our work to obtain the information, explanations, and evidence that we considered necessary to provide a reasonable level of assurance for scope 1 and 2 and the KPIs listed in pages 1 and 2, and a limited level of assurance for scope 3 and the KPIs listed in page 2, that the CO_2 equivalent emissions and environmental KPIs for the period 1st April 2025 to 31st March 2026 are fairly stated. This statement shall be interpreted with the CO_2 equivalent assertion of Big Yellow as a whole.

Social & Governance KPIs

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria.

Signed for and on behalf of SGS UNITED KINGDOM LTD:

Terry Coyle
Sustainability Services Manager Frimley, Surrey, 08th May 2026.

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Appendix 2 – Asset list

Brand	No	Store	EPC	BREEAM	Other 'green' features	Solar Capacity kWp	Battery capacity	Electric Vehicle Charging	CRREM misalignment year	CLA sq. ft	ONS Grid Reference
BY	1	Aberdeen	B			49.35			1.5°C ready	53,435	NJ905095
BY	2	Balham	A			124.16			1.5°C ready	61,294	TQ291735
BY	3	Barking	A		Green Roof	49.68			1.5°C ready	64,087	TQ435842
BY	4	Battersea	A	Excellent	ASHP Green Roof New trees planted	49.59		2 x 7KW chargers	1.5°C ready	69,761	TQ267760
BY	5	Beckenham	B			183.68			1.5°C ready	70,667	TQ358682
BY	6	Birmingham	B			165.24			1.5°C ready	64,260	SP080878
BY	7	Bow	B						1.5°C ready	133,167	TQ370838
BY	8	Bracknell	A	Excellent	ASHP Bird & bat boxes Bug hotels New trees planted	49.5		2 x 7KW chargers	1.5°C ready	58,445	SU855682
BY	9	Brighton	B						2047	58,516	TQ323061
BY	10	Bristol Ashton Gate	B			49.68		7KW charger	1.5°C ready	63,917	ST572707
BY	11	Bristol Central	B			49.68			1.5°C ready	64,067	ST605730
BY	12	Bromley	A			127.26			1.5°C ready	71,824	TQ399698
BY	13	Byfleet	B						2050	48,065	TQ058619
BY	14	Camberley	B			158.16			1.5°C ready	67,146	SU855599
BY	15	Camberwell	A	Excellent	ASHP Bird & bat boxes New trees planted	49.05		2 x 7KW chargers	1.5°C ready	74,875	TQ328774
BY	16	Cambridge	A			179.99			1.5°C ready	61,278	TL468587
A	17	Canterbury	B			143.91			2048	36,229	TR162592
BY	18	Cardiff	A			179.99			1.5°C ready	74,999	ST181754
BY	19	Chelmsford	A+			179.82			1.5°C ready	55,955	TL692056
BY	20	Cheltenham	A+			179.4	50		1.5°C ready	50,421	SO930237
BY	21	Chester	A			178.2			1.5°C ready	68,129	SJ385668
BY	22	Chiswick	A		Green Roof	49.35			1.5°C ready	72,807	TQ170772
BY	23	Colchester	A+			178.76			1.5°C ready	57,011	TL993265
BY	24	Croydon	B						1.5°C ready	79,285	TQ308671
BY	25	Dagenham	B						2044	51,419	TQ462834
A	26	Daventry	B						1.5°C ready	34,518	SP578617
A	27	Derby	B						1.5°C ready	44,380	SK352333
A	28	Dundee	A						2050	37,465	NO385314
BY	29	Ealing	A			119.88	50		1.5°C ready	56,392	TQ146802

Appendix 2 – Asset list continued

Brand	No	Store	EPC	BREEAM	Other 'green' features	Solar Capacity kWp	Battery capacity	Electric Vehicle Charging	CRREM misalignment year	CLA sq. ft	ONS Grid Reference
BY	30	Edinburgh	B			25.8			1.5°C ready	63,125	NT194707
BY	31	Edmonton	B			179.415			1.5°C ready	85,304	TQ354921
BY	32	Eltham	B			86.1			1.5°C ready	68,496	TQ411742
BY	33	Enfield	A	Excellent		49.69			1.5°C ready	62,847	TQ343955
A	34	Exeter	B						1.5°C ready	33,711	SX920906
BY	35	Finchley East	B			91.53			1.5°C ready	53,779	TQ265906
BY	36	Finchley North	A			179.82			1.5°C ready	62,920	TQ264909
BY	37	Fulham	A		Green Roof	27.864			2048	137,438	TQ261760
A	38	Gateshead	B						2050	45,025	NZ282622
BY	39	Gloucester	B			126.56			1.5°C ready	53,483	SO847175
A	40	Grimsby	A						1.5°C ready	39,918	TA250108
BY	41	Guildford Central	A	Very Good		49.68	15		1.5°C ready	55,275	SU989506
BY	42	Guildford Slyfield	B						2049	56,154	TQ001522
BY	43	Gypsy Corner	A			49.98			1.5°C ready	70,496	TQ207814
BY	44	Hanger Lane	A+			174.55			1.5°C ready	65,985	TQ182829
BY	45	Harrow	B	Excellent	ASHP Bird & bat boxes Bug hotels New trees planted	50.16		2 x 7KW chargers	2050	82,035	TQ145899
BY	46	Hayes	A	Excellent	ASHP Bird & bat boxes Bug hotels New trees planted	49.58		2 x 7KW chargers	1.5°C ready	74,316	TQ110788
BY	47	High Wycombe	B		Bird boxes Green Roof Log pile habitat	179.86	50		1.5°C ready	59,980	SU882922
BY	48	Hounslow	A+			181.04			1.5°C ready	54,594	TQ130754
BY	49	Hove	A	Excellent	ASHP Bat & bird boxes Bug hotels Green roof & wall New trees planted	49.4		2 x 7KW chargers	1.5°C ready	55,168	TQ277058
A	50	Hull	B			180.32	50		2050	31,969	TA103294
BY	51	Ilford	A+			179.4			1.5°C ready	57,840	TQ430883
BY	52	Kennington	A			98.4			1.5°C ready	66,172	TQ308780
BY	53	Kings Cross	A	Excellent	ASHP Bat & bird boxes Green roof New trees planted	51.03		2 x 7KW chargers	N/A[1]	100,627	TQ301842

Appendix 2 – Asset list continued

Brand	No	Store	EPC	BREEAM	Other 'green' features	Solar Capacity kWp	Battery capacity	Electric Vehicle Charging	CRREM misalignment year	CLA sq. ft	ONS Grid Reference
BY	54	Kingston	B						2050	62,145	TQ190695
BY	55	Kingston North	A	Excellent	ASHP Bat & Bird boxes Bug hotels New trees planted	85.86		2 x 7KW chargers	1.5°C ready	56,905	TQ178713
BY	56	Leeds	B			108			1.5°C ready	82,719	SE284324
A	57	Liverpool Aintree	B			38.13			2050	49,450	SJ360989
A	58	Liverpool Bootle	B						1.5°C ready	35,490	SJ344940
A	59	Liverpool Edge Lane	B		New trees planted	170.1			1.5°C ready	60,955	SJ392907
A	60	Liverpool South	B						1.5°C ready	50,652	SJ425845
BY	61	Luton	A			162.36			1.5°C ready	41,085	TL068226
A	62	Macclesfield	A			200.9	50		2050	61,577	SJ922740
BY	63	Manchester	A			49.68		2 x 7KW chargers	1.5°C ready	58,119	SJ828977
BY	64	Merton	A			8.64			1.5°C ready	81,032	TQ258695
BY	65	Milton Keynes	B			147.82			1.5°C ready	61,262	SP850372
A	66	Morecambe	B			98.4			1.5°C ready	49,406	SD456626
BY	67	New Cross	B			49.82			1.5°C ready	61,531	TQ369765
BY	68	New Malden	B			179.82			1.5°C ready	81,874	TQ223683
A	69	Newcastle	B						1.5°C ready	57,527	NZ281668
BY	70	Nine Elms	A			179.02			1.5°C ready	63,866	TQ294765
BY	71	North Kensington	B			157.95			1.5°C ready	50,291	TQ226821
BY	72	Norwich	A			50.25			1.5°C ready	46,998	TG241080
BY	73	Nottingham	B			165.23	50		1.5°C ready	66,482	SK555380
BY	74	Orpington	A			143.91			1.5°C ready	64,750	TQ468677
BY	75	Oxford	B						1.5°C ready	33,278	SP555046
BY	76	Oxford 2	B			48.60		7KW charger	1.5°C ready	38,720	SP556048
A	77	Peterborough	A			102.06			1.5°C ready	49,380	TL177998
A	78	Plymouth	A			96.19			1.5°C ready	23,350	SX467543
BY	79	Poole	B			139.2	50		1.5°C ready	54,794	SZ014933
BY	80	Portsmouth	B			172.13			1.5°C ready	61,418	SU662003
BY	81	Queensbury	A	Excellent	ASHP Green roof Bird & bat boxes Bug hotels	80	50	2 x 7KW chargers	N/A[1]	72,000	TQ187798
BY	82	Reading	B	Excellent		180.91			1.5°C ready	62,338	SU712719

Appendix 2 – Asset list continued

Brand	No	Store	EPC	BREEAM	Other 'green' features	Solar Capacity kWp	Battery capacity	Electric Vehicle Charging	CRREM misalignment year	CLA sq. ft	ONS Grid Reference
BY	83	Richmond	B			18.33			1.5°C ready	35,076	TQ188755
BY	84	Romford	A			179.82	50		1.5°C ready	73,027	TQ540909
BY	85	Sheen	A	Excellent	Bat & bird boxes	60.33			2050	66,692	TQ196758
BY	86	Sheffield Bramall Lane	B			68.85			1.5°C ready	63,664	SK354855
BY	87	Sheffield Hillsborough	B		Green roof	166.05			1.5°C ready	62,795	SK335901
A	88	Sheffield Parkway	B						1.5°C ready	47,878	SK375877
A	89	Sheffield West Bar	B						2049	28,701	SK353877
BY	90	Slough Bath Road	A	Very Good	ASHP Bird & bat boxes Bug hotels New trees planted	152.93	50		N/A[1]	80,000	SU943809
BY	91	Slough Farnham Road	A+	Very Good	ASHP Bird & bat boxes Bug hotels New trees planted	195.165	50	4 x 7KW chargers	1.5°C ready	65,389	SU961815
BY	92	Southend	B						1.5°C ready	60,281	TQ842883
BY	93	Staines	A	Very Good	ASHP Bird & bat boxes Bug hotels New trees planted	100.45	50		N/A[1]	70,000	TQ025717
BY	94	Staples Corner	C						2039[2]	112,187	TQ224871
BY	97	Stockport	B						1.5°C ready	64,510	SJ903913
A	95	Stockton Central	B						1.5°C ready	43,686	NZ470200
A	96	Stockton South	B			89.38			1.5°C ready	40,604	NZ458137
A	98	Stoke	B						2050	39,200	SJ890458
BY	99	Sutton	A		Green Roof Living wall	178.76			1.5°C ready	75,524	TQ249657
BY	100	Swindon	B			179.42	50		1.5°C ready	53,086	SU170855
BY	101	Tolworth	B			182.04			1.5°C ready	56,843	TQ190651
A	102	Torquay	B						1.5°C ready	32,973	SX907661
BY	103	Tunbridge Wells	B			50.25			1.5°C ready	58,568	TQ605422
BY	104	Twickenham	A			16.34			1.5°C ready	77,453	TQ156742
BY	105	Twickenham 2	C						2050	24,176	TQ156743
BY	106	Uxbridge	A	Excellent	ASHP Bat & bird boxes Bug hotels Green wall New trees planted	50.25		2 x 7KW chargers	1.5°C ready	53,105	TQ049849

Appendix 2 – Asset list continued

Brand	No	Store	EPC	BREEAM	Other 'green' features	Solar Capacity kWp	Battery capacity	Electric Vehicle Charging	CRREM misalignment year	CLA sq. ft	ONS Grid Reference
BY	107	Wandsworth	B			49.68			1.5°C ready	71,347	TQ257741
BY	109	Wapping	B						2050[2]	30,876	TQ346806
A	108	Warrington	B			99.36			2050	56,573	SJ640891
BY	110	Watford	A			50.25			1.5°C ready	63,799	TQ091958
BY	111	Wembley	A	Excellent	ASHP Bat & bird boxes Bug hotels	148.42	50		N/A[1]	73,000	TQ200855
BY	112	West Norwood	A			183.68			2050	56,925	TQ319716
BY	113	West Molesey	B						1.5°C ready	35,309	TQ129676

(1) Stores that have been open less than 3 years calculate with artificially low scores due to low occupancy levels and not included in estate summary

(2) Stores closing in 2026-27 not included in estate summary

Appendix 3 – GRI Social Indicators

Disclosure 102-8

Total number of employees by employment contract (permanent and temporary) by gender:

Year Ended 31st March	2020	2025	2026
Permanent Men	220	266	**263**
Permanent Women	178	216	**223**
Temporary Men	2	2	**2**
Temporary Women	3	2	**0**
Total	403	486	**488**

Total number of employees by employment contract (permanent and temporary) by division:

Year Ended 31st March	2020	2025	2026
Permanent Stores	300	388	**394**
Temporary Stores	2	4	**2**
Permanent Bagshot	98	94	**92**
Temporary Bagshot	3	0	**0**
Total	403	486	**488**

Total number of employees by employment type (full time and part time) by gender:

Year Ended 31st March	2020	2025	2026
Full Time Men	199	249	**247**
Part Time Men	23	19	**18**
Full Time Women	133	166	**175**
Part Time Women	48	52	**48**
Total	403	486	**488**

Whether a significant portion of the organisation's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of the work performed by workers who are not employees.

Big Yellow's main activities are providing customer services in our stores and back office / support services in our Head Office and Distribution Centre. The majority of our staff are employed directly by the Company on permanent contacts. We occasionally utilise temporary contracts to cover maternity leave and agency workers to carry out cleaning activities where we have vacancies in our Stores.

There were no significant variations in numbers reported.

Data has been compiled from our People database taking account of individual contract type, region is defined as Bagshot or Stores and Full Time over 37.5 hours per week for Head Office and 40 hours per week for Stores. Casual workers have been included as permanent team members.

Appendix 3 – GRI Social Indicators continued

Disclosure 401-1

Total number and rate of new employee hires during the reporting period, by age group, gender, and division:

Year Ended 31st March	2020	2025	2026
New Starters Under 30 Years Old	65	49	**58**
New Starters 30-50 Years Old	56	46	**53**
New Starters Over 50 Years Old	14	17	**17**
Total	135	112	**128**

Year Ended 31st March	2020	2025	2026
New Starters Men	79	59	**68**
New Starters Woman	56	53	**60**
Total	135	112	**128**

Year Ended 31st March	2020	2025	2026
New Starters Stores	112	107	**124**
New Starters Bagshot	23	5	**4**
Total	135	112	**128**

Total number and rate of employee turnover during the reporting period, by age group, gender, and division:

Year Ended 31st March	2020	2025	2026
Leavers Under 30 Years Old	10	25	**24**
Leavers 30-50 Years Old	57	32	**38**
Leavers Over 50 Years Old	7	13	**11**
Total	**74**	**70**	**73**

Year Ended 31st March	2020	2025	2026
Turnover Under 30 Years Old as % of Cumulative March Company Headcount	2.5%	5.1%	**4.9%**
Turnover 30-50 years Old as % of Cumulative March Company Headcount	14.%	6.6%	**7.8%**
Turnover Over 50 years old as % of Cumulative March Company Headcount	1.7%	2.7%	**2.2%**
Total as % of Cumulative March Company Headcount	**18.%**	**14.4%**	**14.9%**

Year Ended 31st March	2020	2025	2026
Leavers Men	50	36	**45**
Leavers Women	24	34	**28**
Total	**74**	**70**	**73**

Year Ended 31st March	2020	2025	2026
Turnover Men as % of Cumulative March Company Headcount	12.4%	7.4%	**9.2%**
Turnover Women as % of Cumulative March Company Headcount	6.0%	7.0%	**5.7%**
Total as % of Cumulative March Company Headcount	**18.4%**	**14.4%**	**14.9%**

Year Ended 31st March	2020	2025	2026
Leavers Stores	63	63	**68**
Leavers Bagshot	11	7	**5**
Total	**74**	**70**	**73**

Year Ended 31st March	2020	2025	2026
Turnover Stores as % of Cumulative March Company Headcount	15.6%	13.0%	**13.9%**
Turnover Bagshot as % Cumulative March Company Headcount	2.8%	1.4%	**1.0%**
Total as % of Total Cumulative March Company Headcount	**18.4%**	**14.4%**	**14.9%**

Excludes leavers who are Part Time, Transfers or did not complete their Probationary Period.

Cumulative March Company Headcount is taken from Company Turnover tab – Actual Company headcount for March 2026.

Appendix 3 – GRI Social Indicators continued

Disclosure 401-2

Benefits which are standard for full time and part time team members of the organisation within Head Office and Stores:

- Life Assurance offered at senior management level within Head Office to both full and part time team members.
- Healthcare offered to more senior Head Office team members on completion of probationary period, whether full time or part time and also to all team members in Head Office or Stores (both full time and part time) with 10 years' service.
- Permanent Health Insurance offered at senior management level to full and part time team members within Head Office.
- Parental leave offered to all team members, both full and part time.
- All team members have the opportunity to be a member of the pension scheme.
- Sharesave Scheme offered to all team members with six months service at date of invitation.
- Long Term Incentive Scheme annually for full and part time Head Office team members and Store Managers and Assistant Managers who have completed our Development Programme.

Disclosure 401-3

Year ended 31st March	Gender	2020	2025	2026
A. Total number of employees that were entitled to parental leave[1] by gender	Women	155	184	**197**
	Men	183	229	**233**
B. Total number of employees who took parental leave by gender	Women	0	0	**0**
	Men	1	0	**0**
C. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Women	0	0	**0**
	Men	0	0	**0**
D. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	Women	0	0	**0**
	Men	0	0	**0**
E. Return to work and retention rates of employees that took parental leave, by gender	N/A	N/A	0	**N/A**

[1] For the avoidance of doubt, we assume that this relates to 'Shared Parental Leave' as opposed to unpaid Parental Leave / Time off For Dependents or any other form of parental related leave

Disclosure 403-2

Year Ended 31st March	2020	2025	2026
% of Hours Lost in Absence Stores	2.0%	2.1%	**1.5%**
% of Hours Lost in Absence Bagshot	1.4%	1.3%	**0.5%**
% of Hours Lost in Absence Company	1.9%	2.0%	**1.4%**

Please note that the percentage of hours lost is calculated based upon the total number of hours lost in each category divided by the total number of hours available to work in each category.

Disclosure 404-1

Average hours of training that the organisation's employees have undertaken during the reporting period by gender and employee category:

Year Ended 31st March	2020	2025	2026
Average Hours of Training for Men	36.0	33.7	**43.5**
Average Hours of Training for Women	34.2	39.1	**46.2**

Year Ended 31st March	2020	2025	2026
Average Hours of Training for Stores	39.7	34.0	**51.0**
Average Hours of Training for Bagshot	21.6	19.6	**16.7**

Appendix 3 – GRI Social Indicators continued

Disclosure 404-2

Type and scope of programmes implemented and assistance provided to upgrade employee skills:

1. We have 4 development programmes, all designed to develop key management and leadership skills. These include:
   - **A.** A one-year Sales Advisor development programme (Inspire) designed to build confidence and prepare individuals for the next step in their career.
   - **B.** An 18-month Assistant Store Manager development programme (Evolve) which aims to build important management traits and provide individuals with a clear representation of the role of a Store Manager.
   - **C.** A two-year Store Manager programme (Lead) which encourages Managers to look beyond their current role by developing the skills they will need for senior management roles within the business.
   - **D.** An on-going development programme for Area Support Managers, consisting of one-to-one coaching, conference attendance, development days and eLearning.
2. We run a number of internal training courses for Managers across the business which focus on management and personal skills. These include motivating and creating engaged teams, coaching, and performance management.
3. We have a Development Library where individuals are encouraged to promote their own development through borrowing books and downloading self-help apps.
4. Our staff are encouraged to attend external seminars and conferences in order to develop their perspective externally and build on knowledge and initiate ideas.
5. We offer Apprenticeships up to foundation degree level in subjects such as Business Administration, Finance, Management, Facilities and Customer Service. This enables individuals to develop key personal and business skills, whilst acquiring recognised formal qualifications.
6. We support individuals to complete professional qualifications such as CIPD, CIMA, BIFM through funding and paid study leave.
7. We offer several psychometric tools including Myers Briggs, Belbin, Team Roles and 16PF which enable individuals to identify specific aspects of their behaviour and personality which they would like to develop further.
8. Store staff complete an induction programme comprising of a series of on-line Induction Modules, internal courses, webinars and on the job training to ensure that they have all of the operational skills required to fully complete their role.
9. We use on-line training to develop individual's knowledge of a range of subjects including personal and business skills, wellbeing, management development, GDPR, Information Security, Manual Handling, Modern Slavery and Display Screen Equipment.
10. We run a series of operational workshops across the business which focus on a different operational or sales need. These include workshops on prospect handling, customer experience and driving results.
11. We encourage peer to peer learning through virtual sessions and video content.
12. All store staff complete both practical and theory-based forklift training.
13. All individuals are able to attend virtual First Aid Courses and compete Fire Safety eLearning.
14. We use an on-line platform to complete performance reviews and set objectives.
15. We run a series of virtual speakers throughout the year. Themes have included, imposter syndrome, sales performance, healthy eating and reaching your full potential.
16. We run a Company mentoring scheme that pairs experienced team members with colleagues across the business who are looking to develop and progress to their next role.

Disclosure 404-3

Percentage of total employees by employee category who received a regular performance and career development review during the reporting period.

Measurement Unit	Year Ended 31st March	2020	2025	2026
Percentage of Appraisals Completed	Management Stores	93%	100%	**100%**
	Management Head Office	69%	80%	**91%**
	Non-Management Stores	87%	99%	**100%**
	Non- Management Head Office	76%	100%	**100%**
	All Employees	87%	97%	**99%**

Appendix 3 – GRI Social Indicators continued

Disclosure 405-1

Percentage of employees per employee category in each of the following diversity categories:

Men / Women – Stores	2020	2025	2026
Percentage of Men Employees in Stores	56.0%	55.0%	**54.0%**
Percentage of Women Employees in Stores	44.0%	45.0%	**46.0%**
Total	100%	100%	**100%**

Men / Women – Bagshot	2020	2025	2026
Percentage of Men Employees in Bagshot	5.20%	55.0%	**55.0%**
Percentage of Women Employees in Bagshot	48.0%	45.0%	**45.0%**
Total	100%	100%	**100%**

Age – Stores	2020	2025	2026
Percentage of Under 30 Years Old in Stores	39.0%	25.0%	**26.0%**
Percentage of 30-50 years Old in Stores	55.0%	61.0%	**59.0%**
Percentage of Over 50 years Old in Stores	6.0%	14.0%	**15.0%**
Total	100%	100%	**100%**

Age – Bagshot	2020	2025	2026
Percentage of under 30 years old in Bagshot	14.0%	11.0.%	**8.0%**
Percentage of 30-50 years old in Bagshot	61.0%	57.0%	**55.0%**
Percentage of over 50 years old in Bagshot	25.0%	32.0%	**37.0%**
Total	100%	100%	**100%**

Disclosure 405-2

Covered by Gender Pay Gap Reporting.

Appendix 4 – EPRA data

Appendix 1 – EPRA data

Reporting Approach

We have also provided a specific section on energy, emissions, water, and waste, reporting against all environmental European Public Real Estate Association ("EPRA") indicators (and GRI where relevant). Having achieved 'Gold' status in terms of transparency and quality of our reporting over recent years we continue to present our data in this format.

Any changes we make to our reporting are tabled in our **Basis of Reporting document**.

To make our Energy, Emissions, Waste and Water data easy to access, we are presenting our figures using the EPRA format.

Please note, the Approach to restating environmental data applies to EPRA data too.

All figures highlighted by an * denote a figure assured by SGS

Any questions, please contact **csr@bigyellow.co.uk**.

Reporting Scope

		Store			Non-Store			Total portfolio		
	Units of measure	**2025**	**2026**	**% change**	**2025**	**2026**	**% change**	**2025**	**2026**	**% change**
No of applicable properties	#	109	**113**	3.7%	2	**2**	0.0%	111	**115**	3.6%
m^2 of applicable properties CLA 'Current Lettable Area'	m^2	597,667	**622,822**	4.2%	1,980	**1,980**	0.0%	599,647	**624,802**	4.2%
sqft of applicable properties CLA 'Current Lettable Area'	ft^2	6,433,234	**6,704,000**		21,313	**21,313**		6,454,547	**6,725,313**	
No of lfl properties	#	108	**109**		2	**2**		110	**111**	
m^2 of applicable properties occupied space	m^2	469,681	**463,122**		N/A	**N/A**				
sqft of applicable properties occupied space	ft^2	5,055,604	**4,985,004**		N/A	**N/A**				
Revenue	£000,000	Only calculated across whole portfolio						£204,500	**£209,084**	
% proportion of Scope 3 cat 1&2 emissions estimated	%	Only calculated across whole portfolio						New for 2026	**57%**	

Please note:

- Like for Like data provides an equivalent comparison "if nothing had changed".
  - For the year ended 31 March 2026, a like for like view would exclude the Queensbury, Slough Bath Road, Staines and Wembley stores opened during the reporting year. No stores were closed during FY2025/26.
- Reporting scope is split into Store and Non-store, where non-store represents our Head Office and Distribution Warehouse.
- Our non-store portfolio only uses electricity, no gas or onsite renewable energy.
- There are 2 stores that use gas on our estate, Dagenham and Staples Corner, both stores use gas to heat flexi offices.
- Reporting Scope – Fit Out stage store developments. Big Yellow were not the principal contractor for our new Queensbury, Slough Bath Road, Staines and Wembley store. Fit Out emissions are therefore NA but included in the embodied carbon emissions within Scope 3 Cat 2.
- 'Restated' means data uses the most up to date emission conversion factors, unless otherwise stated.

NA = Not Applicable

Appendix 4 – EPRA data continued

Elec-Abs and Elec-LfL

Elec-Abs and Elec-LfL			Performance by asset type									
			Store					Non-Store				
Indicator	**Unites of measure**	**Category**	**2025 (Abs)**	**2026 (Abs)**	**2025 (LfL)**	**2026 (LfL)**	**% change (LfL)**	**2025 (Abs)**	**2026 (Abs)**	**2025 (LfL)**	**2026 (LfL)**	**% change (LfL)**
Electricity	MWh	for landlord shared services	12,334	**11,667**	12,197	**11,489**	-6	92	**83**	92	**83**	-9
		Total landlord-obtained electricity	12,334	**11,667**	12,197	**11,489**	-6	92	**83**	92	**83**	-9
		Total electricity	12,334	**11,667**	12,197	**11,489**	-6	92	**83**	92	**83**	-9
		Proportion of landlord obtained electricity from renewable sources	100%	**100%**				100%	**100%**			
		Quantity of landlord obtained electricity from renewable sources	12,334	**11,667**				92	**83**			
Proportion of landlord obtained electricity by source:	%	Onsite Solar Photovoltaic	24%	**31%**				0%	**0%**			
		Grid bought REGO backed renewables	76%	**69%**				100%	**100%**			
		Grid bought non-renewable	0%	**0%**				0%	**0%**			
		Other	0%	**0%**				0%	**0%**			
Quantity of landlord obtained electricity by source:	MWh	Onsite Solar Photovoltaic	2,981	**3,599***				0	**0**			
		Grid bought REGO backed renewables	9,353	**8,068**				92	**83**			
		Grid bought non-renewable	0	**0**				0	**0**			
		Other	0	**0**				0	**0**			

Please Note:

* Denotes values externally assured by SGS.

– Like for Like ("lfl") data provides an equivalent comparison "if nothing had changed", coverage as described above.

– Lfl values are not calculated for proportion of energy and or renewable energy.

– Our admin buildings do not have solar installations and therefore have 0 onsite solar generation consumed.

– Electricity refers to 'grid bought' electricity plus solar energy generated on site used; Big Yellow purchases 100% REGO backed grid electricity.

– Only a small amount of our estate is leased to tenants, energy consumption from this group is deemed not applicable. Despite this Big Yellow are setting up process for collating tenant data in the future.

Appendix 4 – EPRA data continued

Elec-Abs and Elec-LfL

Indicator	Unites of measure	Category	Performance by asset type – Total Portfolio 2024 (Abs)	2025 (Abs)	2026 (Abs)	2025 (LfL)	2026 (LfL)	% change (LfL)
Electricity	MWh	for landlord shared services	12,810	12,425	**11,750**	12,288	**11,572**	-6%
		Total landlord-obtained electricity	12,810	12,425	**11,750**	12,288	**11,572**	-6%
		Total electricity	12,810	12,425	**11,750***	12,288	**11,572***	-6%
		Proportion of landlord obtained electricity from renewable sources	100%	100%	**100%**			
		Quantity of landlord obtained electricity from renewable sources	12,810	12,425	**11,750***			
Proportion of landlord obtained electricity by source:	%	Onsite Solar Photovoltaic	20%	24%	**31%**			
		Grid bought REGO backed renewables	80%	76%	**69%**			
		Grid bought non-renewable	0%	0%	**0%**			
		Other	0%	0%	**0%**			
Quantity of landlord obtained electricity by source:	MWh	Onsite Solar Photovoltaic	2,564	2,981	**3,599***			
		Grid bought REGO backed renewables	10,246	9,445	**8,151**			
		Grid bought non-renewable	0	0	**0**			
		Other	0	0	**0**			

Please Note:

* Denotes values externally assured by SGS.

– Like for Like ("lfl") data provides an equivalent comparison "if nothing had changed", coverage as described above.

– Electricity refers to 'grid bought' electricity plus solar energy generated on site used; Big Yellow purchases 100% REGO backed grid electricity.

Energy-Int

Indicator	Unites of measure	Category	Store Portfolio 2025 (Abs)	2026 (Abs)
Energy	MWh	Store electricity and fuel	12,517	**11,758**
Energy-Int	MWh/ m^2/year	Store Energy Intensity – CLA	0.021	**0.019***

Please Note:

* Denotes values externally assured by SGS.

– CLA is listed within the reporting scope table and refers to the current lettable area of our stores, this includes floor area of our common areas and the storage area available to let to customers. This floor area covers all areas of the building which consume energy.

– Our total energy is the grid bought, solar consumed and gas consumed for all 113 of our stores. Our admin buildings are excluded from this calculation as the consumption is not deemed as material.

– We do not have separate supplies for HVAC services, only some customers with Flexi offices have heating within their spaces and only some customers have access to power within their unit. As both our flexi-office and storage customers are regarded as customers rather than tenants, as there is no tenancy agreement in place, their consumption is included in our total energy intensity.

Indicator	Unites of measure	Category	Total portfolio 2024 (Abs)	2025 (Abs)	2026 (Abs)
Electricity	MWh	Total electricity (solar + grid)	12,810	12,425	**11,750**
Fuel	MWh	Total fuel	594	183	**91***
Energy	MWh	Total electricity (solar + grid) + fuel	13,404	12,609	**11,841**
Energy-Int	MWh/ revenue (£)/year	Energy Intensity – Revenue	0.07	0.06	**0.06**

Please Note:

* Denotes values externally assured by SGS.

– Total Revenue is used which is externally audited by KPMG. As this total is attributed to the whole company, the energy consumed is attributed to the whole company as denoted by "Total Portfolio".

– Total fuel is the natural gas consumed at our stores.

Appendix 4 – EPRA data continued

DH&C-Abs and DH&C-LfL

Not applicable as the Group does not operate direct heating and cooling to occupiers, and therefore these EPRA intensity metrics are not relevant to our portfolio.

Fuel-Abs and Fuel-Lfl

			Performance by asset type									
			Store					Non-Store				
Indicator	**Unites of measure**	**Category**	**2025 (Abs)**	**2026 (Abs)**	**2025 (LfL)**	**2026 (LfL)**	**% change (LfL)**	**2025 (Abs)**	**2026 (Abs)**	**2025 (LfL)**	**2026 (LfL)**	**% change (LfL)**
Fuel	MWh	for landlord shared services	183	**91**	164	**91**	-46%	0	**0**	0	**0**	0%
		Total landlord-obtained fuels	183	**91**	164	**91**	-46%	0	**0**	0	**0**	0%
		Total fuel	183	**91***	164	**91***	-46%	0	**0**	0	**0**	0%
		Proportion of landlord obtained fuels from renewable sources	0%	**0%**					**0**	0		
Proportion of landlord obtained fuel by source:	%	Natural Gas	100%	**100%**					**0**	0		
Quantity of landlord obtained fuel by source:	MWh	Natural Gas	183	**91***					**0**	0		

Please Note:

* Denotes values externally assured by SGS.

– Fuel is denoted as natural gas consumed.

– New stores are built with electricity and renewable energy sources. We have a program of works under way that looks to replace gas boilers with electric boilers, and we expect this to drop further as we remove gas from the remainder of our sites.

			Performance by asset type					
			Total Portfolio					
Indicator	**Unites of measure**	**Category**	**2024 (Abs)**	**2025 (Abs)**	**2026 (Abs)**	**2025 (LfL)**	**2026 (LfL)**	**% change (LfL)**
Fuel	MWh	for landlord shared services	594	183	**91***	168	**91**	-46%
		Total landlord-obtained fuels	594	183	**91***	168	**91**	-46%
		Total fuel	594	183	**91***	168	**91**	-46%
		Proportion of landlord obtained fuels from renewable sources	0%	0%	**0%**			

Please Note:

* Denotes values externally assured by SGS.

– Proportion of landlord obtained fuel by source is 100% Natural gas for all years listed in the above table; gas is a legacy at only 2 of sites.

Appendix 4 – EPRA data continued

GHG-Dir-Abs, GHG-Indir-Abs and GHG-Int

GHG-Dir-Abs, GHG-Indir-Abs, GHG-Indir-Abs, GHG-Int by Asset Type			Performance by asset type			
			Store		Non-Store	
Indicator	**Unites of measure**	**Category**	**2025 (Abs)**	**2026 (Abs)**	**2025 (Abs)**	**2026 (Abs)**
Direct	tCO_2e	Total Direct Scope 1	54	**23***	0	**0**
		Refrigerants	13	**1**	0	**0**
		Natural Gas	33	**17**	0	**0**
		Van Fuel	7	**5**	0	**0**
Indirect (Scope 2)	tCO_2e	Total Indirect Scope 2 (Market based)	0	**0**	0	**0**
		Scope 2 Electricity (Market based)	0	**0**	0	**0**
		Total Indirect Scope 2 (Location based)	1856	**1428**	18	**15**
		Scope 2 Electricity (Location based)	1856	**1428**	18	**15**
Combinations	tCO_2e	Scope 1 + Scope 2 (Market based)	54	**23**	0	**0**
		Scope 1 + Scope 2 (Location based)	1910	**1451**	18	**15**
	%	Proportion of Scope 1 + Scope 2 (Market based) estimated	0%	**0%**	0%	**0%**
GHG emission intensity	$kgCO_2e/m^2/year$	Scope 1 and 2 emissions (Market based)	0.09	**0.04**	0.00	**0.00**
		Scope 1 and 2 emissions (Location based)	3.20	**2.33**	9.19	**7.41**

Please Note:

* Denotes values externally assured by SGS.

– Big Yellow's Scope 1 also includes the fugitive emissions from refrigerant gases and fuel emissions consumed by the company owned Van as well as the natural gas used on site.

– Solar consumed in Elec-abs is designated as 0 emissions.

– As Big Yellow purchase 100% REGO back renewable energy our Scope 2 Market emissions are 0.

Appendix 4 – EPRA data continued

GHG-Indir-Abs, GHG-Int at Portfolio level

Indicator	Unites of measure	Category	Total portfolio 2024	2025	2026
Direct	tCO_2e	**Total Direct Scope 1**	115	54	**23***
		Natural Gas	109	33	**17**
		Refrigerants	0	13	**1**
		Van fuel	6	7	**5**
Indirect (Scope 2)	tCO_2e	Total Indirect Scope 2 (Market based)	0	0	**0***
		Scope 2 Electricity (Market based)	0	0	**0***
		Total Indirect Scope 2 (Location based)	2,122	1,875	**1,443***
		Scope 2 Electricity (Location based)	2,122	1,875	**1,443***
Indirect (Scope 3)	tCO_2e	Total Scope 3	28,570	36,439	**35,148**
		SBTi Scope 3 boundary	13,184	19,269	**22,627**
		Electricity sub-metered to occupiers	Not Available	Not Available	**Not Available**
Combinations	tCO_2e	Scope 1 + Scope 2 (location based)	2,237	1,928	**1,466***
		Scope 1 + Scope 2 (location based) + Scope 3	30,807	38,367	**36,614**
	%	Proportion of Scope 3 Cat 1 + Cat 2 estimated	New for 2025/26	New for 2025/26	**57%***
GHG emission intensity – CLA	$kgCO_2e/m^2/year$	Scope 1 and 2 emissions (location based) – CLA in m^2	3.8	3.2	**2.4**
		Scope 1 and 2 emissions (market based) – CLA in m^2	0.2	0.1	**0.04**
		Scope 3 (Whole footprint) – CLA in m^2	47.9	51.2	**56.3**
	$kgCO_2e/ft^2/year$	Scope 3 SBT boundary – CLA in sqft	2.0	3.2	**3.5**
GHG emission intensity – Revenue	$kgCO_2e$/ £/ year	Scope 1 and 2 emissions (location based)	11.2	9.4	**7.0**
		Scope 1 and 2 emissions (market based)	0.6	0.3	**0.1**
		Scope 3 (Whole footprint)	143.1	150.2	**168.2**
		Scope 3 SBT boundary	66.1	94.2	**108.2**

Please Note:

* Denotes values externally assured by SGS.

– Scope 1 emissions across the portfolio include refrigerant and van fuel emissions.

– Big Yellow purchases 100% REGO backed grid electricity, the remaining electricity used is from the solar generated at our sites. Therefore Scope 2 market-based emissions are 0.

– Big Yellow measures its total Scope 3 footprint, within those categories only a select amount form a part of our SBTi target.

– Sub-metering is not available across our sites.

GHG-Dir-Abs

Indicator	Unites of measure	Category	Total portfolio 2020 (Abs)	2025 (Abs)	2026 (Abs)	Change from baseline %
Scope 1 breakdown	tCO_2e	Refrigerants	6	13	**1**	
		Gas Use	236	33	**17**	
		Van fuel	7	7	**5**	
		Total	248	54	**23***	-91%

Please Note:

* Denotes values externally assured by SGS.

Appendix 4 – EPRA data continued

GHG-Indir-Abs

Indicator	Unites of measure	Category	Total portfolio 2020 (Abs)	Total portfolio 2025 (Abs)	Total portfolio 2026 (Abs)	Change from baseline %
Scope 3 breakdown	tCO_2e	Cat 1 – Purchased Goods and Services	13,521	5,717	**4,676**	
		Cat 1a – Construction¤	6,089	420	**254***	
		Cat 1b – Facilities¤	1,775	1,686	**1,705***	
		Cat 1c – Stock¤	619	236	**330***	
		All other cat 1 sub-categories	5,038	3,375	**2,387**	
		Cat 1d – Water Consumption	Incl in cat 1 sub-categories	3	**4***	
		Cat 2 – Capital Goods¤	3,085	16,273	**19,772***	
		Cat 3 – Fuel- and energy-related activities¤	756	651	**562***	
		Cat 4 – Upstream Transportation and Distribution	New for FY2025/26, previously included in cat 1		**60**	
		Cat 5 – Waste generated in operations	30	11	**62**	
		Cat 6 – Business travel	246	240	**212**	
		Cat 7 – Employee commuting	437	386	**398**	
		Cat 9 – Downstream transport and distribution	15,173	7,368	**9,333**	
		Cat 12 – End of life treatment	123	76	**69**	
		SBT Boundary Total¤	12,324	19,269	**22,627***	84%
		SBT Intensity∆	2.2	3.0	**3.5***	59%
		Total	33,372	30,725	**35,148**	5%

Please Note:

* Denotes values externally assured by SGS.

¤ Categories part of SBTi boundary.

∆ Intensity to show change.

Appendix 4 – EPRA data continued

Water-Abs, Water-LfL

Indicator	Units of measure	Category	Performance by asset type									
			Store					Non-Store				
			2025 (Abs)	2026 (Abs)	2025 (LfL)	2026 (LfL)	% change (LfL)	2025 (Abs)	2026 (Abs)	2025 (LfL)	2026 (LfL)	% change (LfL)
		for landlord shared services	17,912	**21,303**	17,768	**21,070**	19%	280	**303**	280	**303**	8%
		Total landlord-obtained water	17,912	**21,303**	17,768	**21,070**	19%	280	**303**	280	**303**	8%
		Total water	17,912	**21,303**	17,768	**21,070**	19%	280	**303**	280	**303**	8%
		Surface water, sourced from wetlands, rivers, lakes, and oceans										
Water-Abs Water-LfL	m^3/year m^3/year	Ground Water	NA									
		Rainwater collected directly and stored by the reporting organisation										
		Waste water from another organisation										
		Municipal water supplies or other public or private utilities	17,912	**21,303**	17,768	**21,070**	19%	280	**303**	280	**303**	8%

Please note:

* Denotes values externally assured by SGS.

– All other sources of water NA as all of our water is sourced from municipal water supplies.

Indicator	Units of measure	Category	Performance asset type					
			Total Portfolio					
			2024 (Abs)	2025 (Abs)	2026 (Abs)	2025 (LfL)	2026 (LfL)	% Change (LfL)
		for landlord shared services	36,307	18,192	**21,606**[*]	18,048	**21,373**	18%
		Total landlord-obtained water	36,307	18,192	**21,606**[*]	18,048	**21,373**	18%
		Total water	36,307	18,192	**21,606**[*]	18,048	**21,373**	18%
Water-Abs Water-LfL	m^3/year m^3/year	Surface water, sourced from wetlands, rivers, lakes, and oceans						
		Ground Water						
		Rainwater collected directly and stored by the reporting organisation	NA					
		Waste water from another organisation						
		Municipal water supplies or other public or private utilities	36,307	18,192	**21,606**[*]	18,048	**21,373**	18%

Please note:

* Denotes values externally assured by SGS.

– All other sources of water NA as all of our water is sourced from municipal water supplies.

Appendix 4 – EPRA data continued

Water-Int

Indicator	Units of measure	Category	Total portfolio 2024 (Abs)	2025 (Abs)	2026 (Abs)	Change %
Water intensity	m^3	Water Consumed	36,307	18,192	**21,606***	19%
	m^3/ m^2/year	Water Intensity – occupied space	0.08	0.04	**0.05***	20%
	m^3/ revenue (£) 000s/year	Water Intensity – Revenue	0.18	0.09	**0.10**	16%

Please Note:

* Denotes values externally assured by SGS.

– We have used Occupied space as the normalising number for water intensity calculation.

Waste-Abs and Weight-LfL

Indicator	Units of measure	Category	Sub-category	Store 2025 (Abs)	Store 2026 (Abs)	Store 2025 (LfL)	Store 2026 (LfL)	Store % change (LfL)	Non-Store 2025 (Abs)	Non-Store 2026 (Abs)	Non-Store 2025 (LfL)	Non-Store 2026 (LfL)	Non-Store % change (LfL)
Waste-Abs, Waste-LfL	Tonnes	Total weight of waste generated	Hazardous waste	0	**0**	0	**0**	0%	0	**0**	0	**0**	0%
			Non-hazardous waste	398	**392**	392	**388**	-1%	17	**19**	17	**19**	7%
			Total Waste	398	**392**	392	**388**	-1%	17	**19**	17	**19**	7%
		Total weight of waste generated via disposal and diversion route	Recycled	164	**158**	161	**156**	-3%	5	**5.6**	5	**5.6**	10%
			Incinerated	229	**215**	225	**213**	-5%	12	**12.3**	12	**12.3**	1%
			Landfill	5	**4**	5	**4**	-22%	0	**0.0**	0	**0.0**	0%
			Composting	0	**15**	0	**15**	100%	0	**0.2**	0	**0.2**	100%
		Composition of total weight of waste generated	Mixed recycling	157	**40**	154	**39**	-75%	5	**6**	5	**6**	10%
			Glass	2	**3**	2	**3**	64%	0	**0**	0	**0**	0%
			General Waste	230	**328**	226	**326**	44%	12	**13**	12	**13**	5%
			Food waste	0	**15**	0	**15**	100%	0	**0**	0	**0**	0%
			Estimated – Other	9	**6**	10	**6**	-37%	0	**0**	0	**0**	0%
	%	Proportion of total weight of waste generated	Hazardous waste	0%	**0%**	0%	**0%**	0%	0%	**0%**	0%	**0%**	0%
			Non-hazardous waste	100%	**100%**	100%	**100%**	0%	100%	**100%**	100%	**100%**	0%
		Proportion waste generated via disposal and diversion route	Recycled	41%	**40%**	41%	**40%**	NA	30%	**30%**	30%	**30%**	NA
			Incinerated	58%	**55%**	58%	**55%**	NA	70%	**69%**	70%	**69%**	NA
			Landfill	1%	**1%**	1%	**1%**	NA	0%	**0%**	0.0%	**0%**	NA
			Composting	0%	**4%**	0%	**4%**	NA	0%	**1%**	0.0%	**1%**	NA
		Composition of total waste generated	Mixed recycling	39%	**10%**	39%	**10%**	NA	30%	**30%**	30%	**30%**	NA
			Glass	0%	**1%**	0%	**1%**	NA	0%	**0%**	0%	**0%**	NA
			Mixed municipal	58%	**84%**	58%	**84%**	NA	70%	**69%**	70%	**69%**	NA
			Food waste	0%	**4%**	0%	**4%**	NA	0%	**1%**	0%	**1%**	NA
			Estimated – Other	2%	**2%**	2%	**2%**	NA	0%	**0%**	0%	**0%**	NA

Please note:

* Denotes values externally assured by SGS.

– Composting we classify as the same as anaerobic digestion.

Appendix 4 – EPRA data continued

				Performance asset type					
				Total Portfolio					
Indicator	Units of measure	Category	Sub-category	2024 (Abs)	2025 (Abs)	2026 (Abs)	2025 (LfL)	2026 (LfL)	% Change (LfL)
Waste-Abs, Waste-LfL	Tonnes	Total weight of waste generated	Hazardous waste	0	0	**0**	0	**0**	0%
			Non-hazardous waste	597	416	**410**	409	**406**	-1%
			Total Waste	597	416	**410**	409	**406**	-1%
		Total weight of waste generated via disposal and diversion route	Recycled	245	169	**163**	166	**162**	-3%
			Incinerated	346	242	**228**	237	**225**	-5%
			Landfill	6	5	**4**	5	**4**	-22%
			Composting	0	0	**15**	0	**15**	100%
		Composition of total weight of waste generated	Mixed recycling	New for FY2025/26	162	**45**	159	**44**	-72%
			Glass	New for FY2025/26	2	**3**	2	**3**	64%
			General Waste	New for FY2025/26	243	**341**	238	**338**	42%
			Food waste	New for FY2025/26	0	**15**	0	**15**	100%
			Estimated – Other	New for FY2025/26	9	**6**	10	**6**	-37%
	%	Proportion of total weight of waste generated	Hazardous waste	0%	0.00	**0%**	0%	**0**	NA
			Non-hazardous waste	100%	100%	**100%**	100%	**100%**	NA
		Proportion waste generated via disposal and diversion route	Recycled	41%	41%	**40%**	41%	**40%**	NA
			Incinerated	58%	58%	**55%**	58%	**45%**	NA
			Landfill	1%	1%	**1%**	1%	**1%**	NA
			Composting	0%	0%	**4%**	0%	**4%**	NA
		Composition of total waste generated	Mixed recycling	New for FY2025/26	39%	**11%**	39%	**11%**	NA
			Glass	New for FY2025/26	0%	**1%**	0%	**1%**	NA
			Mixed municipal	New for FY2025/26	58%	**83%**	58%	**83%**	NA
			Food waste	New for FY2025/26	0%	**4%**	0%	**4%**	NA
			Estimated – Other	New for FY2025/26	2%	**1%**	2%	**1%**	NA

Please note:

* Denotes values externally assured by SGS.

– Although our total of our mixed recycling has decreased the percentage of general waste recycled has increased.

Appendix 4 – EPRA data continued

Cert-Tot

Cert-Tot			Total portfolio	
Indicator	**Unites of measure**	**Category**	**2025 (Abs)**	**2026 (Abs)**
EPCs	%	A+	6%	**6%**
		A	28%	**38%**
		B	61%	**54%**
		C	5%	**2%**
		D	1%	**0%**
		E / F / G	0%	**0%**
		% of stores with a B or above rating	94%	**98%**
		portfolio certified by No properties	109	**113**
	#	A+	6	**7**
		A	30	**43**
		B	67	**61**
		C	5	**2**
		D	1	**0**
		E / F / G	0	**0**
		No of stores with a B or above rating	103	**111***
		portfolio certified by No properties	109	**113**
BREEAM	%	Outstanding	0%	**0%**
		Excellent	11%	**13%**
		Very Good	2%	**4%**
		Good/Pass	0%	**0%**
		portfolio certified by No properties	109	**111**
	m^2	Area of CLA certified	6,433,234	**6,704,000**

Please Note:

* Denotes values externally assured by SGS.

Appendix 4 – EPRA data continued

Diversity-Emp

Diversity-Emp			Corporate performance			
Indicator	**Unites of measure**	**Category**	**2025 Male**	**2025 Female**	**2026 Male**	**2026 Female**
Gender diversity	%	Proportion of male and female employees	56	44	**55***	**45***
Gender by level	%	Board	40	60	**40**	**60**
		Executive	100	0	**100**	**0**
		Senior Leader	64	36	**58**	**42**
		Manager	61	39	**60**	**40**
		Professional	48	52	**48**	**52**
Proportion of governing bodies by age range	%	Over 50 years old	75		**67**	
		30 – 50 years old	25		**33**	
		Under 30 years old	0		**0**	

Please Note:

* Denotes values externally assured by SGS.

Diversity-Pay

Diversity-Pay			Corporate performance			
Indicator	**Unites of measure**	**Category**	**2025 Male**	**2025 Female**	**2026 Male**	**2026 Female**
Male and female remuneration	%	Gender pay ratio	24		**Not available until July 2026**	
Male and female remuneration by level		Board	Board not included as not considered as employees			
		Executive	69	31	**Not available until July 2026**	
		Senior Leader	56	44		
		Manager	53	47		
		Professional	45	55		

Please Note:

* Denotes values externally assured by SGS.

Appendix 4 – EPRA data continued

Emp-Training and Emp-Dev

Emp-Training and Emp-Dev			Corporate performance			
Indicator	**Unites of measure**	**Category**	**2025 Male**	**2025 Female**	**2026 Male**	**2026 Female**
Average hours of training per employee	hrs	All employees	31.6	38.1	**43.5***	**46.2***
Total hours of training	hrs	All employees	17,542		**21,875***	
Average hours of training by level	hrs	Board	No training or appraisals recorded for Board or Executive category.			
		Executive				
		Senior Leader & managers	24.8	21.4	**28.2**	**25.6**
		Professional	43.2	55.6	**70.9**	**71.2**
Employees receiving performance appraisals	%	Total	98.4	100	**98.70***	**99.50***
Employees receiving performance appraisals by level	%	Board	No training or appraisals recorded for Board or Executive category.			
		Executive				
		Senior Leader & managers	96.8	100	**97.2**	**98.3**
		Professional	100	100	**100**	**100**

Please Note:

* Denotes values externally assured by SGS.

Appendix 4 – EPRA data continued

Emp-Turnover

Emp-Turnover			Corporate performance			
Indicator	**Unites of measure**	**Category**	**2025 Male**	**2025 Female**	**2026 Male**	**2026 Female**
Total number of employees	#	Direct employees	275	219	**272**	**226**
		Total number of new hires	59	53	**68**	**60**
		Total turnover	71	61	**71**	**55**
	%	Turnover rate^	23%		**15.6%***	
		Rate of new hires	27%		**25%***	
Board	#	Total	2	3	**2**	**3**
		Total number of new hires	0	0	**0**	**0**
		Total turnover	0	0	**0**	**0**
	%	Rate of new hires	0%	0%	**0%**	**0%**
		Rate of turnover	0%	0%	**0%**	**0%**
Executive	#	Total	3	0	**4**	**0**
		Total number of new hires	0	0	**0**	**0**
		Total turnover	0	0	**0**	**0**
	%	Rate of new hires	0%	0%	**0%**	**0%**
		Rate of turnover	0%	0%	**0%**	**0%**
Senior Leader	#	Total	9	5	**7**	**5**
		Total number of new hires	2	0	**0**	**0**
		Total turnover	2	0	**2**	**0**
	%	Rate of new hires	22%	0%	**0%**	**0%**
		Rate of turnover	25%	0%	**29%**	**0%**
Manager	#	Total	157	99	**159**	**108**
		Total number of new hires	19	11	**26**	**22**
		Total turnover	22	17	**26**	**22**
	%	Rate of new hires	12%	11%	**16%**	**20%**
		Rate of turnover	21%	15%	**16%**	**20%**
Professional	#	Total	104	112	**100**	**110**
		Total number of new hires	39	42	**42**	**38**
		Total turnover	47	44	**43**	**33**
	%	Rate of new hires	38%	38%	**42%**	**35%**
		Rate of turnover	45%	39%	**43%**	**30%**

Please Note:

^ Turnover does not include part time staff, leavers in probation and foundation work placements.

* Denotes values externally assured by SGS.

Appendix 4 – EPRA data continued

Gov-Board

Gov-Board			Corporate performance			
Indicator	Unites of measure	Category	2025 Male	2025 Female	2026 Male	2026 Female
Board composition	#	Composition of highest governance body	6	3	**6***	**3***
		Executive	4	0	**4**	**0**
		Non-executive (members)	2	3	**2**	**3**
		Average tenure in years	11.2		**11.9**	
		Total non-executives with environmental and social competencies	0%		**0%**	
Proportion of	%	Total non-executives with environmental and social competencies	0%		**0%**	

Please Note:

* Denotes values externally assured by SGS.

H&S-Emp

Indicator	Unites of measure	Category	Total portfolio 2025 (Abs)	Total portfolio 2026 (Abs)
Injury rate	Per 100,000 hours worked	Direct employees	0	**0.12***
Absentee rate	Average Days Lost per Employee	Direct employees	New for 2026	**3.8***
Fatalities	Total number	Direct employees	0	**0***

Please Note:

* Denotes values externally assured by SGS.

H&S Incidents

H&S incidents			Performance by asset type			
			Store		Non-Store	
Indicator	Unites of measure	Category	2025 (Abs)	2026 (Abs)	2025 (Abs)	2026 (Abs)
Number of incidents	#	Reportable	4	**3**	0	**0**
		Minor	60	**62**	0	**0**
		Near Miss	1	**0**	0	**0**

Please Note:

Store consists of: staff; customers, contractor, visitors, and forklifts.

Non-Store consists of: Head office, Maidenhead, Travel (homeworker).

BYCC no longer report the Health and Safety figures for Construction works as the work is carried out by a main contractor on a turnkey basis who will be solely responsible for Health and Safety on site.

Appendix 4 – EPRA data continued

H&S-Asset and H&S-Comp

H&S-Asset and H&S-Comp			Total portfolio	
Indicator	Unites of measure	Category	2025 (Abs)	2026 (Abs)
% assets	%	Store asset health and safety assessments	New for 2026	**100%***
Number of assets	#	Total number of raised incidents	New for 2026	**3***

Please Note:

* Denotes values externally assured by SGS.

Comty-Eng

			Total portfolio	
Indicator	Unites of measure	Category	2025 (Abs)	2026 (Abs)
Community investment	£	Free space donated for community or charity use	869,944	**1,210,308***
		1-99% discounted space donated for community or charity use	New for 2026	**510,784**
		Total employee Big Yellow Foundation fundraising & Big Yellow matched funds	14,760	**10,359**
		Foundation matched funds from customer donations	394,878	**466,858***
		Paid work placements	New for 2026	**28,391**
		Total	1,279,582	**2,226,700**

Please Note: although new stating the 2026 value, these have been offered in years prior to 2026.

			Total portfolio	
Indicator	Unites of measure	Category	2025 (Abs)	2026 (Abs)
Community Engagement	£	Community investment	1,279,582	**2,226,700**
	%	% of company funded volunteering days executed by employees	11	**20**
	#	Paid 12-week Work placements	14	**13**
	%	% Assets offering free space donated for community or charity use	New for 2026	**98%***

Please Note:

* Denotes values externally assured by SGS.

Other audited KPIs

			Total portfolio	
Indicator	Unites of measure	Category	2025 (Abs)	2026 (Abs)
Material topics	MWp	Total installed solar generation capacity	8545	**9566***
	#	Number of energy efficiency project completed	New for 2026	**24***
	#	Number of solar stores installed between 2023-26[1]	48	**52***
	%	Proportion of groups total debt facilitates being green loans	67%	**68%**
	#	Reportable information security breaches	0	**1***

Please Note:

* Denotes values externally assured by SGS.

(1) 2024-25 figure is for No of solar stores installed between 2022-2025

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