

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

INTRODUCTION

Lambert Smith Hampton (LSH) is a leading property consultancy operating from a network of offices across the UK and Ireland, employing over 1,100 professionals who deliver property advisory services to investors, developers, occupiers, institutions and public authorities.

Our mission is simple: To enable people and property to reach their full potential.

We look beyond the obvious, uncovering opportunities that others might miss and deliver real value for our clients, our business, and our people.

At LSH, finding a property's true potential isn't just what we do. It's who we are...

VALUES

Our values are integral to everything we do. We deliver for our clients, shareholders, colleagues and stakeholders by acting responsibly in everything we do.

Our values are:

- **Lateral Thinking:** We use imagination and experience to identify commercial property opportunities that others can easily overlook.
- **Shared Commercial Focus:** By delivering tangible value to our clients and our business we create an environment that enables our people to reach their potential.
- **Here, We Get it Done:** Potential has no value if it's not realised. We are driven to deliver in collaboration with our clients and across our regional network of multidisciplinary specialists.

We seek to deliver positive impact across four pillars:

1. People
2. Business
3. Environment
4. Community

CONTEXT

We acknowledge a notable shift in the ESG agenda, understand climate-related material and physical risks to the business, and are confident in our capacity to enhance the property sector's performance positively. Mere emphasis on profitability and growth is insufficient for the corporate sector. Our stakeholders, encompassing shareholders, clients, and people, now anticipate us, as an entity, to pursue these objectives optimally: effecting positive Environmental change, generating Social Value, and upholding good Governance.

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PURPOSE AND SCOPE

This ESG policy sets out how we take ESG issues into account across our organisation and in all of our interactions with the world around us – the way we manage our operations, deliver client services, treat our people, engage with the communities in which we work, and the expectations we set for our suppliers.

It sets out our goals, commitments, and ambition, and recognises our desire to lead in everything we do. On ESG this means setting stretching targets for ourselves which go well beyond mere statutory compliance and developing the measurement tools, resources, and corporate culture required to achieve them.

ESG GOALS

We've consistently made strides in ESG, showcasing best practices. Now, we're committed to embedding these successes across all operations, prioritizing innovation and best practices in ESG across our people, business, environment, and community systematically and measurably.

We aim for our ambitious culture, positive leadership, and strong governance structures to enable our organisation to:

1. Be the best place to work, enabling ambitious people who share our values to make a difference for our clients and within the organisation.
2. Deliver best in class, innovative solutions to ESG issues for our clients.
3. Achieve net-zero emissions across the value chain by 2050.
4. Intentionally deliver Social Value, meet our commitments, and measure our impact.

OUR ESG COMMITMENTS

1. Our People:

- Deliver a best-in-class experience for our colleagues across pay, benefits, development opportunities, employment practices and in consideration of their health and wellbeing.
- Develop and implement a holistic framework to encourage and include diverse voices at all levels of our business, including in internal strategic decision-making bodies.
- Ensure our recruitment and performance management processes explicitly include consideration of diversity and inclusion, and alignment to our values.
- Deliver training, guidance, and adequate ESG-specialist resources to support all of our people in developing their understanding of ESG matters, building their confidence to discuss such issues with clients, and identify opportunities to integrate ESG into our service offerings.
- Deliver training and guidance to all of our colleagues regarding the contents of this policy, and our expectations in terms of our positive culture and respectful treatment of all people with whom we come into contact through our work.

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2. Our Business:

- Review our client service offerings to identify opportunities to enhance ESG integration and create a strategy to deliver enhanced service offerings across the property lifecycle.
- Help our clients and their stakeholders anticipate and respond to evolving ESG requirements and opportunities by providing insights based on our delivery experience.
- Seek out strategic partners with whom we can deliver innovative solutions to ESG matters.
- Leverage best-in-class technology and data management systems to optimise the gathering, measurement, analysis and reporting of real world ESG outcomes delivered through our client service.
- Create cross sector working groups to innovate existing service lines with the integration of ESG.
- Ensure that contracted social value commitments are delivered to our clients and relevant to their needs.

3. Our Environment:

- Achieve net zero emissions: we have aligned our climate ambition to the SBTi's 1.5-degree warming pathway. We have recently amended our baseline and net zero and near-term targets in light of changes to our company structure in 2025 (notably the acquisitions of SHW and Ryden), and to align with our parent companies' emerging net zero ambitions. We are committed to a 42% reduction in absolute scope 1 and 2 emissions by 2030, against a 2023 baseline. Our goal is to achieve net zero emissions by 2050 across our value chain (scopes 1, 2 and 3). We will continue to carefully monitor our scope 3 emissions with a short term focus on improving data quality. We will work with our LSH Group companies and parent companies to establish meaningful science-aligned near-term targets for scope 3 emissions.
- Our greenhouse gas emissions, including Scope 1, Scope 2 and relevant categories of Scope 3, are independently calculated and reviewed by a third party specialist. The third party provider operates independently of the Company, and this level of independent validation is consistent with the expectations for third party review commonly accepted for SECR compliance.
- Improve our resource efficiency and aim to develop a quantified pathway for waste reduction and water efficiency improvements across our operations.
- Foster employee sustainable living, by promoting employee benefits such as electric car scheme, cycle to work and providing rail season ticket loans.
- Encourage the prioritisation of biodiversity through education and projects for clients.
- Maintain our ISO 14001 Environmental Management System.

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4. Our Community:

- Make a positive impact within the communities where we operate through active engagement with stakeholders and our dedication to delivering volunteering opportunities and pro bono work.
- Ensure our social value activity aligns to the specific needs of each local community.
- Establish long-term partnerships with charities, leveraging our in-house expertise to provide skilled support.
- Nurture talent and support skill development in our local communities, evidenced by our mentoring, apprenticeship, and work placement programmes.
- Implement comprehensive social value awareness training to ensure that every employee is equipped to contribute effectively to drive positive impact amongst community stakeholders.
- Collaborate openly with peers and industry partners to overcome barriers in key ESG challenges like reducing carbon emissions and enhancing diversity in our industry. Seek synergies with clients and stakeholders to boost positive social impact.

ESG INTEGRATION INTO OUR OPERATIONS

- Require ESG analysis to be included as a meaningful consideration for strategic decision taken at board level and through delegated authorities such as the ESG Leadership Committee.
- Apply a values-based assessment of all supplier relationships, making our values known to suppliers, aligning our procurement and performance management processes to our ESG values, and seeking to engage with and support our supply chain to bring them up to the standards which we set for ourselves. Implement an enhanced framework for reporting non-financial data publicly and to the board and relevant committees for:
 - our operations, relating to Our People, Our Environment and Our Community
 - consideration of our performance on health & wellbeing, empowerment, inclusivity, culture, engagement, and alignment with our values.
 - measuring diversity and inclusion across our workforce by seniority and in internal decision-making bodies and drive improvements in this respect.
 - consideration of our operational performance on energy efficiency, carbon emissions, waste generation and recycling rates, and water efficiency.
 - the philanthropic activities and funds raised by our colleagues, training, and development opportunities (including apprenticeships) delivered to the communities in which we work, pro bono services delivered, and the outcomes driven by all of these.
- Make public commitments in relation to the above and provide public records on our non-financial ESG performance on an annual basis.
- Review and determine to which industry bodies and standards we should align our organization and standards we should align our organisation and become an active participant and advocate of the same. For example, we shall remain actively involved in the BBP Managing Agents Partnership, and Sustainability Supply Chain School.


Ezra Nahome, CEO
26 March 2026

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