

Social Performance Measures					
Impact Area	EPRA Code	Indicator	Unit	2023	2024
Diversity	Diversity-Emp	Governance body gender diversity	% Male	67	67
			% Female	33	33
	Diversity-Pay	Governance body gender pay ratio	% of total remuneration, median female to male	92*	90
Health & Safety	H&S-Asset	Asset health and safety assessments	% of assets under the Company's operational control with assessments	100%	100%
	H&S-Comp	Asset health and safety compliance	Number of incidents of non-compliance	0	0
Community Engagement	Comty-Eng	Community engagement, impact assessments and development programs	% of assets that have implemented local community engagement, impact assessments and/or development programmes	1%	0%

*The Company has changed our methodology for calculating gender pay in 2024 to align with best practice. We have adjusted our 2023 reported figure to reflect the change in methodology.

A summary of the 2024 Non-Executive Directors' annual fees and Board Committee membership			
Member	Pay	Gender	
David MacLellan**	70,000		M
Malcolm Cooper	47,250		M
Elizabeth McMeikan	47,250		F
Chris Ireland	44,250		M
Hazel Adam	44,250		F
Ian Mattioli MBE	42,000		M
	295,000		

** Joined the Board on 9 May 2023, taking the role of Chair on 8 August 2023