



# Inspired Villages

The *best* years of your life?



JAMIE BUNCE, CEO





**Who are Inspired Villages?**

# | Who are **Inspired Villages**?

- **Operator and developer of Integrated Retirement Communities (IRC) Formed in 2017**
  - 5 years old and into our 6<sup>th</sup> year
  - A start up to scale up, now maturing business
  - 2022 was the best year so far, and set to continue
- **Joint venture in 2021 between LGC and NatWest to deliver 34 villages with 8 villages across UK and 20 in the pipeline**
  - With planning 2,790 homes - 55% of our JV target to build 5,100 homes





What is an **IRC**?



# | What is an IRC?

- **An IRC is a purpose-built community of later-living properties**
  - Independent living
  - Assisted living – support when needed
  - Average age 80
- **Helping older people to live wholesome lives – the best years of their life**
  - Providing a holistic wellbeing that includes lifestyle, leisure, wellness and non-regulatory care services. Domiciliary care delivered directly by a third-party
  - Enable people to live physically, mentally and socially better lives - both within the IRC and in the local communities that we work with across the whole UK

A photograph of two women sitting on a patterned sofa in a cafe, looking at a tablet together. The woman on the left has dark hair and is wearing a light blue shirt. The woman on the right has long brown hair and is wearing a dark floral patterned top. A pink orchid is visible on the left side of the sofa. The background shows a window with a view of a building at night.

**The market in which we operate**

# | The market in which **we operate**

- **People are living longer**

- Now over 11 million people in the UK aged 65+, set to grow to 18 million by 2040
- The number of people reaching over 80 years of age is expected to double
- Only 80,000 IRC homes available
- Drive to deliver at least 5 more heathy years

- **Huge market potential**

- The current market penetration is 0.7% in UK, in comparison to 5 or 6% elsewhere in the world!
- If we match the market penetration of the rest of the world – there will be a shortfall of nearly 300,000 homes as at today

- **The supply demand imbalance is growing as the demography changes**

- **The best in the world**

- 7%!
- New investment in the sector





**Inspired Villages in 2022**



# | Inspired Villages in 2022

- **Took our built homes total to 1,003**
  - 1,050 residents
- **Further 1,787 homes underway**
  - Creating wonderful places for over 2,000 new customers
- **On track for our initial target of 5,100 homes**
  - Total with planning of 2,790 - 55% of our target of 5,100 homes for over 8,000 customers





**Creating a sustainable business and future**



# | Creating a sustainable **business and future**

- **Environmentally sustainable**

- Operator/Developer and long-term asset owner
- We are opening the UK first Net Zero Carbon (regulated energy) IRC in 2023
- All future villages are also Net Zero Carbon in regulated energy
- Operationally Net Zero by 2030 with a target of 2025!

- **Creating real social Impact**

- Within Inspired Villages and surrounding communities
- To combat the challenges of aging such as loneliness and wellbeing
- Providing options for a better later life
- With levels of support that give people independent lives and independence of choice for their whole lives



Investing in **Inspired Talent**



# | Building our brand, from the inside out



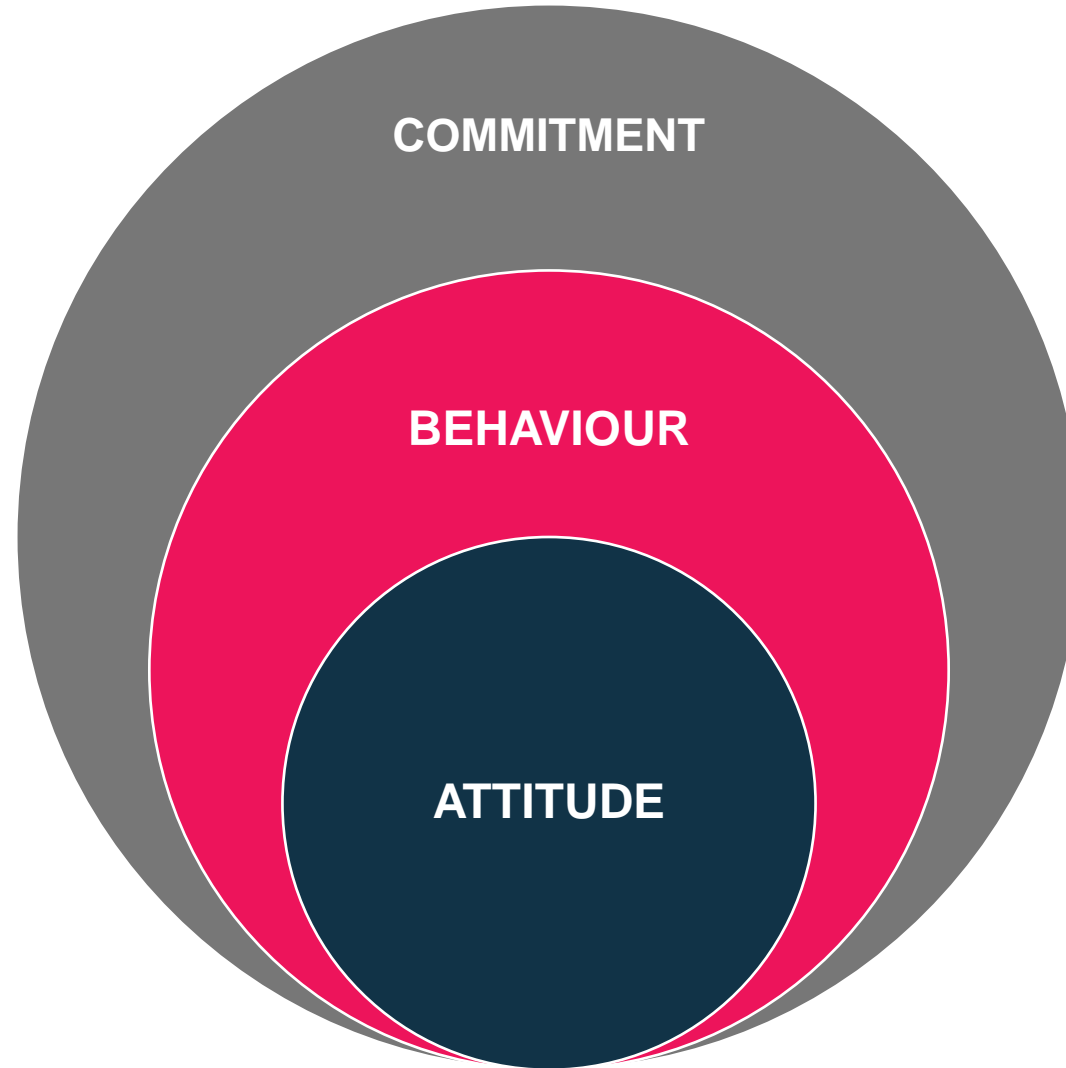




# | Investing in today's talent to create **tomorrow's leaders**

- **We invest in our colleagues for two main reasons**
  - Our brand promise applies to residents and colleagues. We deliver the best years of their lives
  - We believe in creating careers without limits – we look at potential and attributes as opposed to qualifications alone

# | The ABC of Inspired's talent





A photograph of two women in an office environment. The woman on the left has long blonde hair and is wearing a black turtleneck, smiling and holding a tablet. The woman on the right has blonde hair tied back and is wearing a black top with pink polka dots, also smiling. The background is a blurred office space with blue walls and other people.

**Our talent development programmes**

# | Our talent **development programmes**

- Leadership Team – working with the ExCo to gain strategic exposure
- Future Leaders Programme
- Line Manager Excellence Programme
- Mentoring programme
- Leading with a Coaching style
- Personal coaching

In 2022 we promoted 25 colleagues into more senior roles.

Identifying and nurturing future talent as we continue to grow is essential to our culture and success.





**Thank you**

**Any questions?**

