



ESG Report

2021 EPRA Sustainability Best Practice
Indicator Disclosures

June 2022

ESG Disclosures 2021

Tritax EuroBox is committed to reporting fully and transparently on its ESG activities. This report is aligned with the EPRA Sustainability Best Practices Recommendations (sBPR) for sustainability reporting.

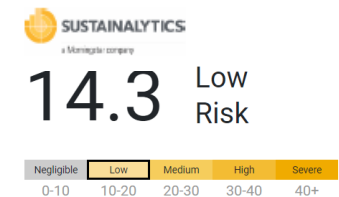
This document reports on Tritax EuroBox's 2021 ESG disclosures against the EPRA recommendations and provides explanatory notes relating to this data.

Our sustainability initiatives through to 2021 have been reflected in our ESG ratings by rating agencies:

- GRESB: Four Green Stars, scoring 82/100, up 18 points from 2020
- Sustainalytics: 14.3 (Low Risk)

Our 2021 sustainability achievements include:

- 87% of the portfolio covered by Green Building Certifications
- 100% Energy Performance Certificates outperform their best practice benchmarks
- 2,259 MWh of on-site solar PV generation
- WorldGBC Net Zero Carbon Commitment signatories
- ISO 14001 accredited



About Us

Specialists in European logistics real estate

Tritax EuroBox is a listed pan-European investor focused on acquiring, actively managing and developing high-quality, large-scale prime logistics assets. Our diversified portfolio of sustainable properties, strategically located in core logistics locations, offers secure and inflation-linked income and opportunities for capital growth, supporting our aim of delivering attractive Total Return to Shareholders.

Sustainability is central to our purpose and to the way we work. We recognise that future-proofing our assets makes them more attractive, resilient long-term investments and better for occupiers, the environment and society.

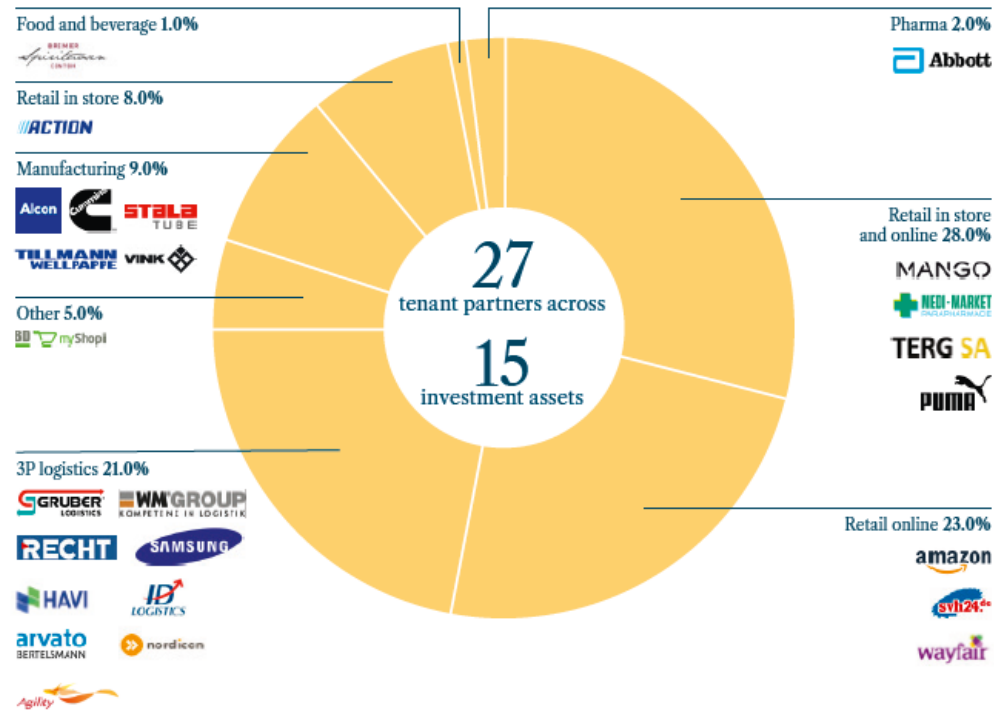
“ESG is fully integrated into the Company’s Investment Policy. Our approach includes ESG standards on Green Building Certifications, high energy efficiency and opportunities to add ESG value to assets. Labour is also a critical consideration. Our investment in logistics creates significant employment and social value in the communities surrounding the assets, and our sustainability strategy includes ensuring our buildings support the welfare of the people who work there and are decent places to work.”

Nick Preston, Fund Manager.

Our Portfolio

Creating strength through portfolio diversity

Our portfolio is let to 27 tenant partners across 15 assets, providing a high degree of diversification by customer and by sector. These tenant partners include some of the world's leading companies with a deliberate weighting towards defensive, non-cyclical or high-growth sectors.



A portfolio of prime well-located assets

Assets in seven core Continental European countries, located close to large population centres with good transport links, strong sustainability credentials and sufficient power supply, data connectivity and labour capacity.

Net Zero Commitments

Achieving net zero carbon is a key consideration and target for both us and our customers.

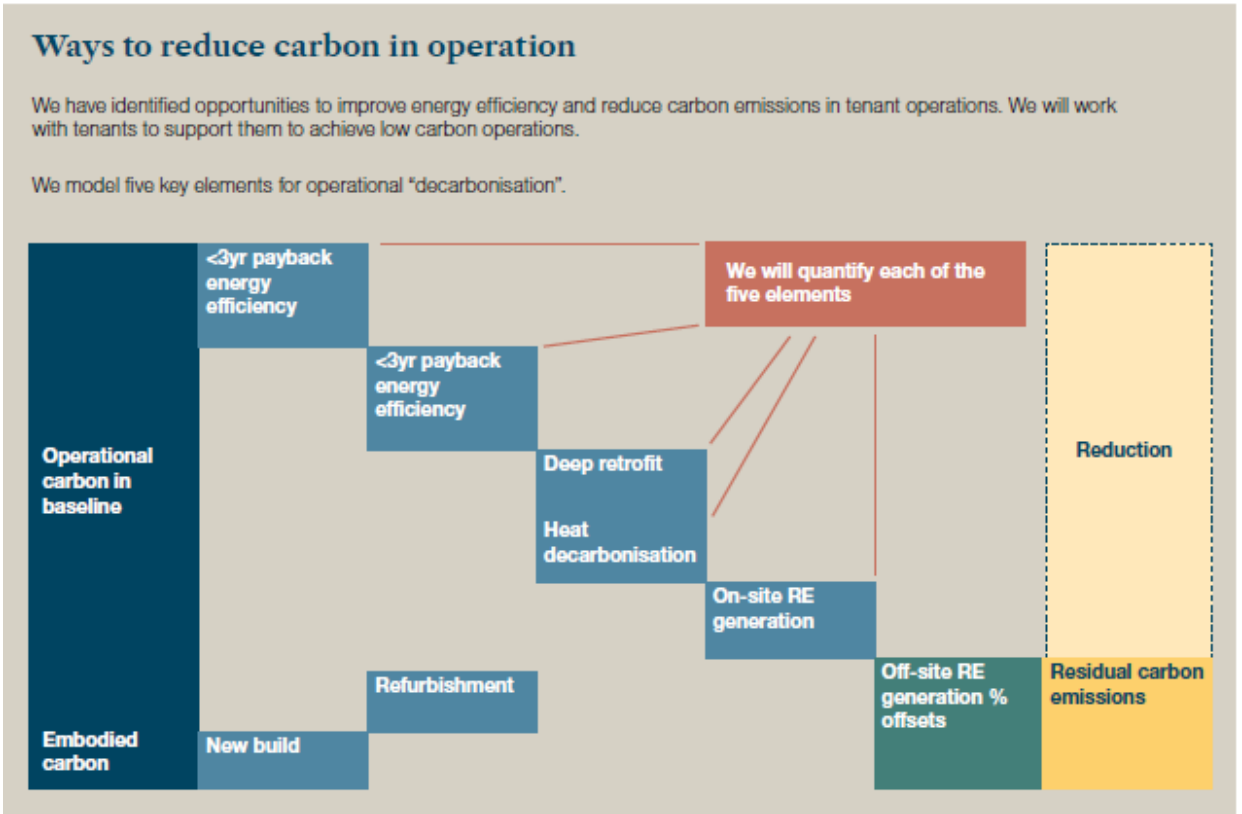
Our targets

We are aligned with the Paris Agreement to achieve net zero carbon for all the Fund's direct and indirect activities by 2050, following a 1.5°C reduction pathway:

- 1. Reduce direct landlord impacts (Scope 1 and 2) to net zero carbon by 2030
- 2. Reduce construction impacts to net zero carbon by 2040
- 3. Support our tenants to reduce their operational impacts to net zero carbon by 2050

Our carbon footprint

We mapped our full carbon footprint in 2021. Our direct landlord emissions account for 0.01% whilst 99.99% of the Fund's carbon emissions were derived from tenant operations.



Tritax EuroBox Plc ESG Strategy

Our vision for sustainability is to demonstrate leadership in sustainable logistics, working in collaboration with our stakeholders, to create a positive change and value in the long term

Our sustainability strategy encompasses four focus areas with detailed objectives and targets for each...



Executing on our ESG Strategy

We recognise the importance of sustainability to long-term value creation and to our tenant partners, Shareholders and society more generally. Rigorous focus on sustainability underpins our long-term viability and commercial success, by helping us to make decisions in the interests of all our stakeholders.

Our ESG ambition

Our ambition is to demonstrate leadership, working in collaboration with stakeholders to create positive change and value in the long term for our tenant partners, their staff and our other stakeholders.

Our ESG strategy

In support of this ambition, we follow a ESG strategy which is aligned with four of the UN Sustainable Development Goals:

Healthy and sustainable buildings

Ensure and demonstrate the sustainability of our assets



Energy and carbon

Achieving a net zero carbon portfolio



Nature and wellbeing

Enhance biodiversity on the Company's land



Social value

Create a positive socio-economic impact through our investment



Each of these goals is supported by objectives and initial targets we aim to achieve by 2023 (see pages 8 to 10)

Healthy and Sustainable Buildings

Commitment	Objective	2023 target	Activity in 2021	2022 target
Ensure and demonstrate the sustainability, resilience and safety of our assets	Embed ESG into investment practices and ensure any new acquisitions and investments align with ESG investment principles	Ensure all acquisitions and standing investments align with ESG investment principles Use Green Finance to support sustainable growth for the Fund	ESG policy details minimum standards for green buildings ESG Due Diligence enhanced to cover all material issues and costs Raised €500m Green Bond	Ensure all acquisitions met the ESG investment standards
	Leading ESG ratings	To achieve 3 Green Stars in GRESB	Improved score to 4 Green Stars, achieving 82/100	Target 5 Green Stars
	Green leases with tenants	Implement green leases on new leases	4 green leases signed with tenants	Target green leases with new acquisitions
	Ensure all new assets in the portfolio have a Green Building Certification	All new acquisitions to have or achieve a minimum of BREEAM Very Good or equivalent	Increased Green Building Certification coverage to 87% of the portfolio (2020: 65%)	Increase Green Building Certification coverage to 100% of portfolio
	Ensure all new developments have high Green Building Certifications	All developments meet the Sustainable Construction Brief	Included ESG objectives in forward funded development activities at Nivelles and Bornem C	Explore opportunities for low carbon design for new developments
	Ensure the highest standards to protect health and safety		Creation of Supplier Code of Conduct	Work with supplier partners to ensure health safety systems and policies in place to maintain high standard
	Demonstrate strong tenant engagement	Improve satisfaction score	73% satisfaction score	Conduct a new tenant satisfaction survey

Energy and Carbon

Commitment	Objective	2023 target	Activity in 2021	2022 target
To achieve net zero carbon across all direct activities by 2030	To achieve net zero carbon for direct activities	To switch landlord electricity supplies to 100% renewable energy	Reduced carbon emissions from landlord energy consumption by 69%	Switch to 100% renewable electricity for landlord supplies
To achieve net zero carbon across the whole portfolio (inc. Scope 3 tenant emissions) by 2050, in line with the 1.5°C warming pathways set out in the Paris Agreement	To ensure all assets perform better than their country best practice EPC benchmark	Ensure all assets have LED lighting and BMS, where feasible	100% of assets exceed their country best practice EPC range 95% of assets have energy efficiency measures in place	Ensure new acquisitions energy use per m2 performs better than the best practice country benchmark
	To install all feasible on-site renewable energy opportunities	Install renewable energy generation projects with highest feasibility	Generated 2,259 MWh in 2021 Switched Castorama in Poland to 100% renewable energy supplies	Install solar PV at 4 assets
	To retrofit assets/facilitate low carbon operations for customers in line with 1.5°C warming pathways	Assess the assets that need investment to achieve 1.5°C warming pathways and develop action plans to retrofit assets to align with 1.5°C warming pathway	Assessed assets using the CRREM tool – 16 assets already aligned to Paris Agreed 1.5°C Pathway I	Identify net zero carbon pathway plans for assets that do not align with the 1.5°C pathway
	To align with TCFD recommendations To ensure assets are resilient to physical climate change risks	Fully report against TCFD reporting requirements	Assessed Company activity against the reporting recommendations, aligning with reporting for qualitative aspects	Conduct scenario analysis to quantify the potential risks of different global warming scenarios on the assets in the portfolio

Nature and wellbeing, social value

Commitment	Objective	2023 target	Activity in 2021	2022 target
Enhance biodiversity on the Company's land	Enhance biodiversity on assets – bee s 40 hives, pollinating meadows and green space	Implement at least one biodiversity, climate and wellbeing measure on each asset	Installed four biodiversity and wellbeing measures	Install a further three measures
	Tenant wellbeing amenities			
	Sustainable transport (EV, cycling and walkability)	Install EV charging and cycle facilities, where feasible	Installed two EV charging and cycle facilities	Install a further four facilities
Create a positive socio-economic impact through our investment	The Mission to Seafarers	Support The Mission to Seafarers until 2024	Provided €15,000 emergency relief donation to support seafarers critically affected by Covid-19	Fund The Mission to Seafarers with €25,000 to purchase and run a minibus in Myanmar to support seafarers to get vaccinated and provide critical supplies
	Local Community Investment Fund	Support local community causes in alignment with tenants	invested €12,000 in local community causes important to our tenants	Continue to invest in local community causes important to our tenants, with a focus on supporting communities where there are new acquisitions



Environmental Indicators

Energy consumption

Tritax EuroBox reports on energy consumption for the areas where we have operational control. The operations of our tenants are excluded as they have responsibility for the procurement of utilities and services, covering energy, waste and water.

Tritax EuroBox's operational control for energy relates to gas and electricity for the management of common part areas (CPA) at 3 of our assets. These are external so no floor area intensity is provided. We also include the energy use of the Manager. The 2020 data has undergone verification since publication in the 2020 Annual Report. There have been no changes in the assets comprising our direct operations in 2021, meaning our like-for-like comparison is the same

Tritax EuroBox and its Manager use no district heating or cooling in its direct operations. All Head Office supplies are 100% REGO-certified renewable energy.

This year the Company has taken several steps to support its net zero carbon objective, such as switching its landlord supplies, which has helped reduce our impact, partially countered by a rebound from the low 2020 base for the Manager resulting from the Covid-19 pandemic.

Total energy consumption from direct operations and the Head Office of the Manager

GRI Code	EPRA Code	Indicator	Metric	Scope	2020	2021
302-1	Elec-Abs	Total electricity consumption	annual kWh	For landlord shared services	709,935	204,975
302-1	Elec-Abs	Total electricity consumption	annual kWh	For Head Office of the Manager	3,251	40,437
302-1	Elec-Abs	Total electricity consumption	annual kWh	For landlord shared services and Head Office of the Manager	713,186	245,412
			%	Proportion sourced from renewable energy	0.03%	16.48%
302-1	Elec-LfL	Like-for-like total electricity consumption	annual kWh	For landlord shared services and Head Office of the Manager	713,186	245,412
302-1	Fuel-Abs	Total fuel consumption	annual kWh	For landlord shared services	1,326,486	1,000,921
302-1	Fuel-LfL	Lfl fuel consumption	annual kWh	For landlord shared services	1,326,486	1,000,921
302-1	Total Energy-Abs	Total energy	annual kWh	For landlord shared services and Head Office of the Manager	2,039,672	1,246,333
302-1	Total Energy-LfL	Like-for-like total energy consumption	annual kWh	For landlord shared services and Head Office of the Manager	2,039,672	1,246,333
CRE1	Energy-Int	Building energy intensity	kWh/sq ft/year	For Head Office of the Manager	0.08	8.4
CRE1	Energy-Int-LfL	Like-for-like building energy intensity	kWh/sq ft/year	For Head Office of the Manager	0.08	8.4

GHG Emissions

Tritax EuroBox's carbon emissions are limited and relate to gas and electricity for common areas at 3 of our assets. These are external so no floor area intensity is provided. We also include the energy use of the Manager. The 2020 data has undergone update since publication in the 2020 Annual Report. There have been no changes in the assets comprising our direct operations in 2021, meaning our like-for-like comparison is the same.

Tritax EuroBox has also been working with its tenant partners to reduce their emissions:

- Switching Castorama in Poland to renewable supplies saving 2,773 tonnes of carbon
- We generated 2,259 MW of renewable energy through rooftop mounted solar PVs
- working tenants in Spain and Germany to invest in on-site renewable energy generation for their benefit.
- Use of the TCFD framework and CRREM assessment tool to understand the potential risks and opportunities of climate change
- Four green leases signed in the year

During 2021 we mapped our full carbon footprint at 2.34m tCO₂e, of which direct landlord emissions account for only 0.01%. Most the Group's carbon emissions come from tenant operations, making up 99.99% (2,338,073 t CO₂e).

GHG Emissions from Direct Operations and the Head Office of the Manager – Market Based and Location Based emissions

GRI Code	EPRA Code	Indicator	Metric	Scope	2020	2021
305-1	GHG-Dir-Abs	Total direct GHG emissions	annual metric tonnes CO ₂ e	For landlord shared services	243	183
305-1	GHG-Dir-Abs	Total direct GHG emissions	annual metric tonnes CO ₂ e	For Head Office of the Manager	0	0
305-1	GHG-Dir-LfL	Like-for-like direct GHG emissions	annual metric tonnes CO ₂ e	For landlord shared services and Head Office of the Manager	243	183
305-2	GHG-Indir-LfL	Total indirect location based GHG emissions	annual metric tonnes CO ₂ e	For landlord shared services and Head Office of the Manager	304	337
305-2	GHG-Indir-LfL	Total indirect location based GHG emissions	annual metric tonnes CO ₂ e	For landlord shared services and Head Office of the Manager	304	337
305-2	GHG-Abs Location based	Total location based GHG emissions scope 1+2	annual metrics tonnes CO ₂ e	For landlord shared services and Head Office of the Manager	547	520
CRE3	GHG-Int	Location based GHG emissions intensity from building energy consumption	tonnes CO ₂ e/sq ft/yr	For Head Office of the Manager	0.01	0.00

Water consumption and waste

We manage our resources efficiently and work closely with our property managers to reduce our consumption in the management of our assets.

The Company supplies water for the landscaping and maintenance of hard services for 3 assets in the portfolio, and for use in the Head Office in London. In 2021, the Company used 9,867 m³ of water. To support water efficiency, we encourage our tenants to install water saving measures such as rainwater harvesting or grey water recycling – both Amazon, Rome and Mango, Barcelona currently have these features.

The Company does not provide waste management services for any managed assets. For the Head Office, the Company produced 3.1 tonnes of waste and recycled 61% of this waste. To demonstrate its own commitment to sustainability, the Manager sends zero waste to landfill. The remaining 39% was sent to be converted to energy.

Water use from direct operations and Head Office of the Manager

GRI Code	EPRA Code	Indicator	Metric	Scope	2020	2021
303-1	Water-Abs	Total water consumption	annual cubic metres (m3)	For landlord shared services	5,458	8,608
303-1	Water-Abs	Total water consumption	annual cubic metres (m3)	Head office for the Manager	125	1,259
303-1	Water-Abs	Total water consumption	annual cubic metres (m3)	For landlord shared services and Head Office of the Manager	5,583	9,867
303-1	Water-LfL	Like-for-like water consumption	annual cubic metres (m3)	For landlord shared services and Head Office of the Manager	5,583	9,867
303-1	Water-Int	Total water intensity	m3/sq ft/yr	For Head Office of the Manager	0.03	0.26

Waste from Head Office of the Manager in 2021

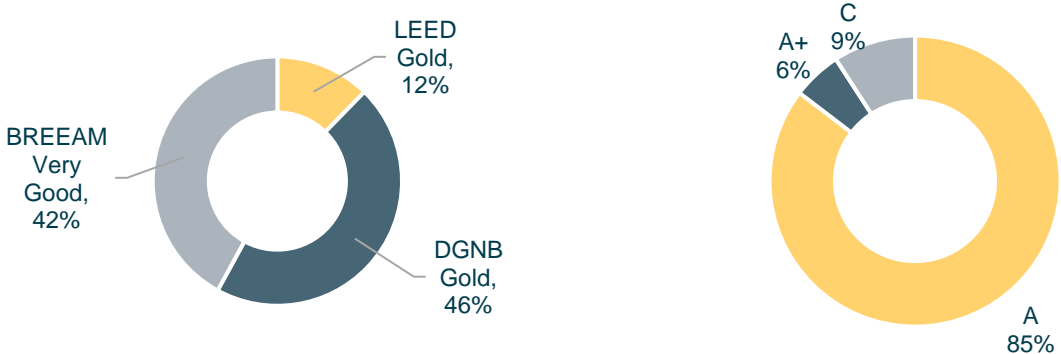
GRI Code	EPRA Code	Year	Total Waste Produced (t)	Waste Recycled (t)	% Recycled	Waste to energy (t)	% to energy	Waste to landfill (t)	% to landfill
303-1	Waste-Abs	2020	0.7	0.5	67%	0.2	33%	0	0%
303-1	Waste-Abs	2021	3.1	1.9	61%	1.2	39%	0	0%

Environmental indicators – green building certifications

Green Building Certifications ('GBCs')

- As of 30 September 2021, 87% of the portfolio was covered by GBCs up from 65% in 2020. Our target is to increase this to 100% in 2022.
- We require a minimum of BREEAM Very Good or equivalent for new acquisitions.
- During 2021 we increased the number of GBCs through acquisitions of Lich, Geiselwind and Nivelles, and obtained BREEAM In-Use Certifications at Rumst, Bornem, Hammersbach and Bochum.
- 82% of our portfolio by floor area (847,203 sq ft) is covered by Energy Performance Certificates, up from 75% last year.
- EPCs in Europe vary depending on the country, most do not stipulate an EPC grade, below shows the floor area covered by the two different systems.
- All assets apart from Göteborg and Bornem have either green building or energy performance certifications (94% of the total portfolio by floor area). We are assessing options to rate these assets.

Green Building Certification by Floor Coverage EPC by Floor Area and Certification Type



Certification	Floor Area (Sq ft)	Number of Certified Assets
LEED gold	70,353	1
DGNB gold	261,124	5
BREEAM Very Good	240,450	3
Total	571,927	10

Green leases and green bond

Green leases

During 2021 we signed four green leases, including the new lease with Samsung at Breda and with HAVI at Wunstorf, as well as lease regear on the asset at Bornem, incentivised by investment in green initiatives for the tenant partners. Our long-term ambition is to have all assets let on green leases.

At Breda, the lease agreement contains green clauses to ensure the tenant's commitment to using the building in a sustainable way, including sharing data with us on energy and water consumption, waste management and recycling.

Green Bond

In line with our Green Finance Framework, the Company issued a debut €500 million Green Bond in June 2021 to fund sustainable acquisitions and improve the sustainability of the investment portfolio.

The proceeds have been used to fund sustainable acquisitions as part of our ESG strategy, including the acquisitions of Geiselwind, Lich and Gothenburg.





Social Indicators

Community investment

Our assets are well located for local employment opportunities, meaning our direct investment in developments creates jobs and associated tax revenues and local spend. These jobs often provide skills training, improving the economic opportunities for those employed. We seek to create a positive social impact by supporting our local communities and our tenants' value chains. Social and environmental impact assessments are carried out for all assets, which cover employment, skills needs, local community activities. These assessments are fed into the Sustainable Action Plans (SAPs). Funds donated by the Company through the Community Investment Fund are assessed against these

Activity in the year

The Local Community Investment Fund was created in 2020 to support the local community causes important to our tenants. In the year, the Company supported two community initiatives in Belgium and Poland.

Supporting our tenant Cummins in Rumst, the Local Community Investment Fund provided an additional €2,000 towards Cummins' partnership with local food poverty charity De Welzijnsschakel, and in Poland, we provided an additional €10,000 for local community engagement.

The Company established a new community investment partnership with a global seafaring charity, The Mission to Seafarers, to support those working in global sea freight. During the pandemic, over 250,000 workers were left stranded and unable to return home. Our initial emergency relief donation of €15,000, on top of our yearly donation of €22,000, supported those most affected by Covid-19. The Company has now created a three-year partnership with the charity to support those working in global logistics. In 2022, we will fund The Mission to Seafarers €25,000 to purchase and run a minibus in Myanmar, where the bus will be used to transport seafarers to vaccination centres and provide critical supplies to families of seafarers including essential items such as food and hygiene products.

Through these projects we have invested €27,500 in 2021 to create social value for our local communities and value chain

Evolving our strategy

In 2022, the Company will:

- fund The Mission to Seafarers to purchase and run a minibus to support the global supply chain of vaccinated workers;
- extend the Local Community Investment Fund to new assets in the portfolio; and
- establish a project to support the skills and employment in logistics in Europe. We will establish a pilot in the region with the greatest need, and look to roll this out further from 2023.



The Manager

Tritax Management LLP (The Manager or Tritax Group) is the Manager for Tritax EuroBox and is responsible for setting and delivering the ESG strategy.

The Manager has implemented a responsible business plan to minimise its operational impact and provide low carbon services to Tritax EuroBox. It is accredited in ISO 14001 for the environmental management of the Funds and has a strong commitment to attracting and retaining talent. In 2021, Tritax became a Signatory of the UN Global Compact to demonstrate our commitment to being a responsible manager. The UN Global Compact sets out Principles for acting in a sustainable and responsible way, including Human Rights, Labour practices, Environment and Anti-Corruption.

Tritax EuroBox has a Management Engagement Committee that oversees the relationship between the Manager and the Company and regularly reviews the Manager's performance, as well as the performance of the key third-party service providers to the Group. The Chairman of the MEC meets with the Manager regularly to review the relationship. The Board receives regular updates on the recruitment, training and development of the staff of the Manager, and through this close engagement is able to ensure the correct resource and employee management policies are in place for the effective management of the Fund.

Employee engagement, wellbeing and benefits

The Manager takes a keen interest in the wellbeing and satisfaction of its employees and is focused on ensuring all employees are engaged and supported and we aim to be an attractive and inclusive employer. To ensure we have insight into how engaged our employees are, an independent staff survey was conducted for the first time in 2021 by HR consultants, WeThrive, which identified an overall engagement score of 74%, above benchmark of 71%, with the results providing insight into how further improvements can be made. This survey will be conducted annually. We also conduct pulse surveys throughout the year to understand staff views on wellbeing and inclusion initiatives.

The social committee was established with the purpose of supporting employee wellbeing initiatives, promoting inclusion and support work-life balance. As a result, the Manager provides its employees with free yoga and exercise classes and healthy snacks. The committee has also organised a series of activities for employees, including raising funds for selected charity partners; mental health and unconscious bias training; and lunch and learn sessions.

All employees also benefit from:

- One day of paid leave per annum for volunteering
- The opportunity to have charitable fundraising matched by the Manager
- Participation in the cycle to work scheme
- Discretionary bonus and share schemes
- Employee Assistance Programme (EAP)

The EAP is a confidential employee benefit providing a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues.

All employees receive annual and interim reviews, which includes analysis of training requirements. Training is undertaken formally through specialist courses, professional and executive development programmes or informally through “lunch and learn” events. The Group is also benefiting from the Manager becoming part of global asset manager abrdn. This gives us access to a wide range of specialist resource.

All employees are paid market salaries which are reviewed as part of the performance appraisals. All employees are awarded a discretionary bonus based on personal and company performance. Employees receive ordinary shares in the Company as part of their discretionary bonus. In addition, to further encourage alignment between staff and the performance of the Company, employees receive ordinary shares in the Company. The employees own these shares, subject to a 12-month selling restriction.

Employees and diversity

The Manager is committed to providing a working environment that is welcoming, inclusive, respectful and is free from discrimination. We believe that a diverse, connected, and inclusive workforce is essential to managing our funds effectively.

It is in the Manager's best interest, those of all who work in it, and the funds it manages, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise, and that our workforce reflects and represents our society.

At the end of 2021, the Manager employed 41 permanent staff. We strive to foster a working environment where staff can achieve their full potential and understand that diversity of backgrounds promotes diversity of thought and adds value to our business. All staff have received training on unconscious bias in support of its objective to ensure a diverse and inclusive workplace.

We monitor diversity and provide staff with training on diversity. We celebrate diversity, such as supporting Pride month and celebrating the cultural holidays of our diverse and international workforce through our social committee.

The Manager tracks and reports on the diversity of its staff and discloses these indicators annually

Diversity for the Manager and its staff and the Board of Directors for Tritax EuroBox

GRI code	EPRA code	Indicator	Metric	Scope	2020	2021
		Total number of employees	Total number	Direct employees of the Manager	42	41
405-1 a	Diversity-Emp	Gender and age diversity	Percentage of female employees	Direct employees of the Manager	53%	51%
405-1 b	Diversity-Emp	Gender and age diversity	Percentage of female employees	Highest Governing Body (The Tritax EuroBox Board)	25%	25%
405-1 b	Diversity-Emp	Gender and age diversity	Age group U-30 30-50 50+	Direct employees of the Manager	U-25: 2 25-35: 14 36-45: 13 46-55: 8 56+: 3	U-25: 0 25-35: 11 36-45: 21 46-55: 7 56+: 2
405-1 a	Diversity-Emp	Gender and age diversity	Age group U-30 30-50 50+	Highest Governing Body (The Tritax EuroBox Board)	50+: 4	50+: 4
405-2	Diversity-Pay	Gender pay ratio	Ratio of Female Pay to Male Pay	Direct employees of the Manager	42%	40%

Professional development

The Manager has high retention rates across its employee base with an average staff tenure of over 10 years. Each employee, including part-time staff and contractors, have a bespoke training plan that is created in conjunction with their line manager and details the training required to fulfil their job role. All staff are supported in their professional development, with their professional accreditations and annual CPD forming part of each employees' bespoke training and development plan.

All employees are also provided with annual and semi-annual performance appraisals, which inform any further training needs and ensure that employees are supported in meeting their objectives.

While the Manager has a small employee base, it supports and develops staff of all levels as required.

The Manager supports the leadership development of its employees, regularly promoting employees to senior positions.

The Manager supports the professional accreditation of junior employees in attaining their professional qualifications to ensure succession planning and nurture talent, linking with Abrdn to provide mentoring for their graduates and launching its own structured graduate scheme in 2021.

The Manager supports the professional accreditation of junior employees in attaining their professional qualifications to ensure succession planning and nurture talent.

Training and development for the Manager and its staff

GRI code	EPRA code	Indicator	Metric	Scope	2020	2021
404-1	Emp - Training	Employee training and development	Average hours	Direct employees of the Manager	14	10
404-3	Emp-Dev	Employee performance appraisals	Percentage of employees	Direct employees of the Manager	100%	100%
401-1	Emp-Turnover	New hires	Total number	Direct employees of the Manager	13	9
401-1	Emp-Turnover	New hires	Rate	Direct employees of the Manager	18%	22%
401-1	Emp-Turnover	Turnover	Total number	Direct employees of the Manager	5	6
401-1	Emp-Turnover	Turnover rate	Rate	Direct employees of the Manager	11%	15%

Health & Safety

Tritax has a health and safety policy that covers all employees and contractors. We aim to have zero health and safety incidents for our employees, our customers and our contractors and the Chief Operating Officer has ultimate responsibility for overseeing health and safety for the Manager and its employees. Tritax has a health and safety policy that covers all employees and contractors, and we aim to ensure employees enjoy a safe and accident-free working environment. We require our contractors to be active members of Considerate Constructors, which has high health and safety standards, including onsite registration, induction training for workers, and monitoring and evaluating procedures.

While our customers have ultimate responsibility for health and safety on the buildings they occupy, Tritax carries out annual fire safety checks in line with our insurance responsibilities. We have had no incidents in 2021.

The Manager assesses its workplace health and safety on an annual basis, employing a health and safety consultant to carry out audits, ensure the emergency response procedures are up to date, and to train relevant colleagues to ensure this is managed day to day.

Health and safety incidents are monitored using the RIDDOR system.

During 2021, we continued to ensure that all activities adhered with Covid-19 restrictions, for office workers through the Manager and for contractors on development sites.

Health and safety performance for Tritax EuroBox portfolio and the Head Office of the Manager:

GRI code	EPRA code	Indicator	Metric	Scope	2020	2021
403-2	H&S-Emp	Employee health and safety	Injury rate	Direct employees of the Manager	0	0
403-2	H&S-Emp	Employee health and safety	Absentee rate	Direct employees of the Manager	2.5%	2.1%
403-2	H&S-Emp	Employee health and safety	Number of work related fatalities	Direct employees of the Manager	0	0
403-2	H&S-Emp	Employee health and safety	Lost day rate or Accident Severity rate	Direct employees of the Manager	N/A	0
416-1	H&S-Asset	Asset health and safety assessments	Percentage of assets	Tritax EuroBox portfolio	100%	100%
416-2	H&S Comp	Asset health and safety compliance	Number of incidents	Tritax EuroBox portfolio	100%	100%



Governance



Governance

Good governance is core to the management of Tritax EuroBox Plc. We ensure we are transparent in our reporting and ensure the right processes are in place to govern the Fund.

GRI code	EPRA code	Indicator	Metric	Scope	2021
102-22	Gov-Board	Composition of the highest governance body	Total number	The Board of Tritax EuroBox	<p>1. No executive board members, the Board is fully independent</p> <p>2. 4 Independent non-executive board members</p> <p>3. Average tenure is 2 years and 11 months</p> <p>4. Non-Executive Director Eva-Lotta Sjostedt is the nominated Board representative for sustainability and meets regularly with the Sustainability Lead</p> <p>For further information, refer to pages 58-61 of the Tritax Euro Box 2021 Annual Report and Accounts.</p>
102-24	Gov-Selec	Process for nominating and selecting the highest governance body	Narrative on process	The Board of Tritax EuroBox	<p>The Nomination Committee is responsible for making recommendations for new appointments to the Board. Each candidate is appointed on merit. The Committee supports diversity and inclusion at Board level and is committed to meeting the Hampton-Alexander review and the Parker Review, the latter by 2024. As at the date of the 2021 Annual Report and Accounts, 25% of the Board are female. In line with the Hampton-Alexander Review and our recent entry into the FTSE 250, the intention is for this to be addressed with the next Board appointment. The Nomination Committee states its commitment to attracting the best, diverse talent, whilst balancing the skills and experience required by the Board with its need for diversity.</p> <p>For the Nomination Committee Report see pages 73-75 of the Tritax EuroBox 2021 Annual Report and Accounts.</p>
102-25	Gov-Col	Process for managing conflicts of interest	Narrative on process	The Board of Tritax EuroBox	<p>Each Director has a duty to avoid a situation in which he or she has a direct or indirect interest that may conflict with the interests of the Company.</p> <p>The Board may authorise any potential conflicts, where appropriate, in accordance with the Articles of Association. Where a potential conflict of interest arises, a Director will declare their interest at the relevant Board meeting and not participate in the decision making in respect of the relevant business.</p> <p>For information, refer to page 72 of the Tritax EuroBox 2021 Annual Report and Accounts.</p>



Appendix:
Asset level data for
Environmental
Indicators
And Explanatory
Notes

Energy and carbon asset level data

Energy use and Carbon	Landlord Electricity Consumption kWh	Landlord Fuel Consumption (gas) kWh	Total Landlord Energy Consumption (electricity and gas) kWh	Proportion sourced from renewable energy %	Energy intensity	Total Direct GHG Emissions	Total Direct GHG Emissions
Head office	40,437	N/A	40,437	100%	8.40	N/A	8.59
Mango, Barcelona	N/A	997	997	-	N/A	0.2	N/A
Bochum, Germany	70,737	999,924	1,070,661	-	N/A	183.13	205.18
Bremen I, Germany	39,468	N/A	39,468	-	N/A	N/A	67.28
Strykow, Poland	94,770	N/A	94,770	-	N/A	N/A	56
TOTAL	245,412	1,000,921	1,246,333			183.3	337.0

Notes:

- Only assets where we supply gas and electricity (for external services) are shown.
- Floor area intensity only reported for the Manager's Head Office, asset level data relates to external services and have no related floor areas.

Water use and waste management asset level data

Water Use

Water use	Landlord Water Consumption (m3)		Water Intensity (m3/CPA sq ft)	
Asset	2020	2021	2020	2021
Head office	125	1,259	0.03	0.26
Peine, Germany	2079	6,389	N/A	N/A
Hammersbach, Germany	2764	1,500	N/A	N/A
Bremen I, Germany	615	719	N/A	N/A
TOTAL	5,583	9,867		

Notes:

- Floor area intensity only reported for the Manager's Head Office, asset level data relates to external services and have no related floor areas.
- Only assets with landlord water supplies are shown.

Waste Management

Waste management	Year	Total waste produced (t)	Waste Recycled (t)	%	Waste to energy (t)	%	Waste to landfill (t)	%
Head office	2020	0.7	0.5	67%	0.2	33%	0	0%
Head office	2021	3.1	1.9	61%	1.2	39%	0	0%

Notes:

- Waste management services relate only to the Manager's Head Office.
- The Company does not provide waste management services for the assets under its management.

Explanatory and methodology notes

Organisational Boundaries, Control and Reporting Structure

Tritax EuroBox Plc plc is a leading European investment company focused on larger scale logistics real estate. We invest in and actively manage existing income-producing assets, land suitable for Big Box development and pre-let forward funded developments.

Tritax has a total of €1,281.38m AUM and 100% of this investment portfolio is included within the defined organisational boundary.

Tritax takes an operational control boundary approach as defined by the GHG Protocol. This approach has been selected as it reflects the areas where it has full authority to introduce and implement operating policies.

The operations of our tenants are excluded as they have responsibility for the procurement of utilities and services, covering energy, waste and water; Tritax does not have the ability to control the use of these resources or implement operating policies.

Reporting Boundary

Tritax EuroBox Plc reports all areas of operational control, this includes the supply of electricity for car park lighting for a selected number of assets water for landscaping purposes. Tritax does not supply any energy and water on behalf of its tenants, but it does supply utilities for the management of common areas for some assets; these are described under 'Coverage'. Tritax tenants are encouraged to share their operational consumption so that we can understand the whole building consumption of the assets under management. Where tenant data is shared, Tritax determines an intensity indicator using square foot floor space for the whole building. However, this is not made publicly available.

Disclosure of Head Office

Tritax EuroBox Plc is an externally managed fund – managed by Tritax Management LLP (The Manager) - and therefore does not have a Head Office or staff. However, the Manager reports on its Social and Governance indicators as indirect performance for Tritax EuroBox Plc as it is a material disclosure for the Fund.

Coverage

As of 31 September 2021, Tritax EuroBox Plc owns 15 logistics assets totalling 1,037,162 sq ft. 100% of assets within the organisational boundary are considered for environmental reporting (energy, emissions, water). Tritax's operational control relates to the provision of electricity and water for external services. This covers 4 assets covering 358,382 sq ft (35%) of the Tritax total floor area for energy use and 3 assets for water use covering 172,921 sq ft (19%) of the Tritax total floor area only. Tritax obtains full data disclosure for assets within its operational control. All data is reported is obtained through the property manager, CBRE, with no estimation of data.

Normalisation

As well as reporting on absolute data for the identified KPIs, normalising the data enables better comparison for changing portfolios.

Energy and water data supplied relate to car parking lighting and landscape irrigation. As these are external services a floor area normalisation is not used. For social KPIs, FTE is the intensity ratio used. For health and safety indicators, number of hours and days worked is used as the denominator.

Segmental Analysis

Tritax EuroBox Plc owns logistics assets in 7 countries in Europe: Spain, Italy, Belgium, the Netherlands, Germany, Poland and Sweden. Reporting is carried out in accordance with this at a Fund level.

Reporting Periods and Base Year

Tritax EuroBox Plc's reporting period runs from 1st October-31st September. When referring to 2021 in this document, it refers to the Company's financial year as stated above. Tritax EuroBox Plc has reported on its ESG performance for the first time in 2020. This therefore forms the base year for reporting for the Fund.

Third Party Assurance

Tritax EuroBox Plc's ESG data, aligned with EPRA sPBR, has undergone an external check by the appointed property managers, Savills Energy..