# 2024 ESG REPORT

EPRA Sustainability Best Practice Indicator Disclosures

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# ABOUT TRITAX BIG BOX REIT PLC
## SPECIALISTS IN UK LOGISTICS REAL ESTATE

Tritax Big Box REIT plc (“Tritax Big Box” or “the Company”) is the UK’s largest listed investor in high-quality logistics real estate and controls the UK’s largest logistics-focused land platform for development.

We are ideally placed to capture the opportunities created by the long-term structural growth in UK logistics, driven by changes in the way we live and work and our clients’ focus on optimising supply chains, increasing efficiencies and improving sustainability performance.

We are experts in UK logistics real estate, providing millions of sq. ft of high-quality, sustainable logistics real estate space each year. We proactively manage our 100+ assets – from small to big boxes – using our sector specialism and deep market insights to stay ahead of trends and meet our clients’ evolving needs. Our approach is personal and hands on, focused on leaving positive long-term legacies.

# OUR PORTFOLIO

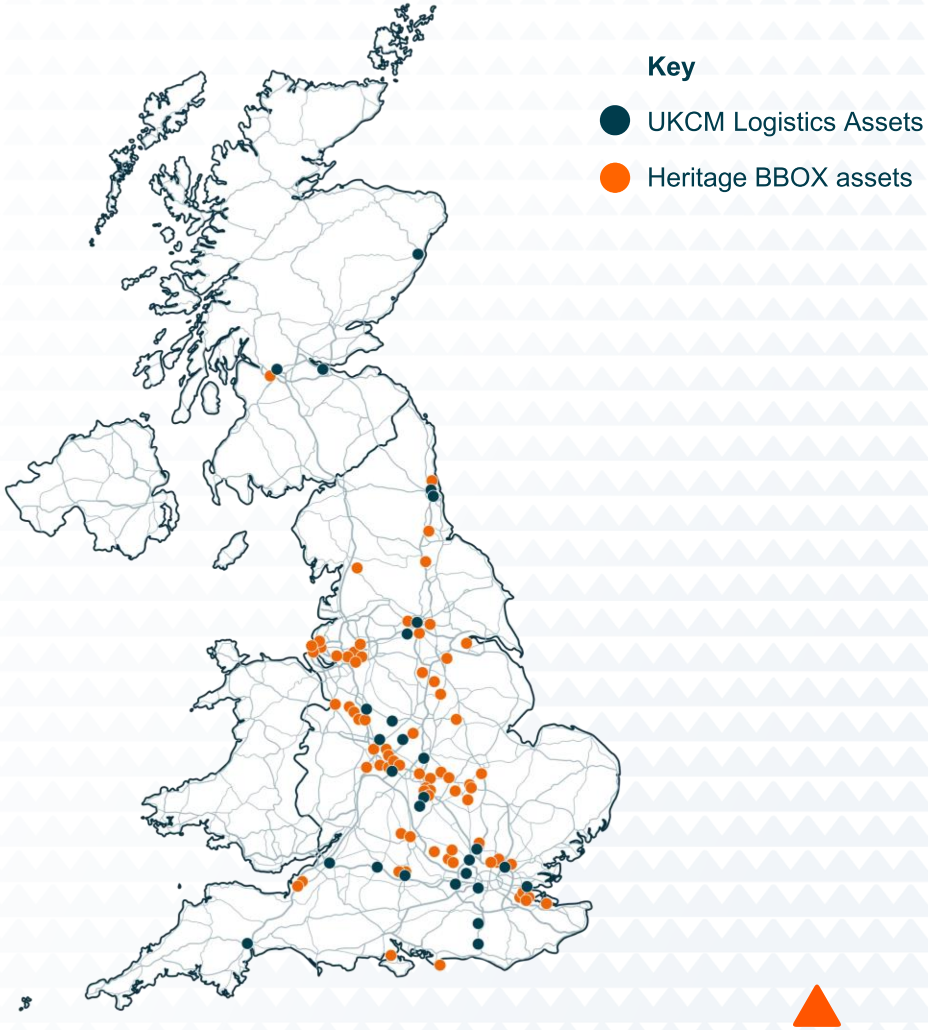
## DIVERSIFIED BY CLIENT AND SECTOR

Our portfolio comprises our standing investments and development land (primarily held under long-dated options). These assets are in strategically important logistics locations across the UK, with easy access to transport infrastructure, a skilled workforce, and suitable power and data connectivity. This makes them highly attractive to current and potential clients.

Our total portfolio comprises:

- The **investment portfolio**: These are logistics assets with a lease or agreement for lease in place. We believe our investment portfolio is the strongest in the UK in terms of asset quality, client financial covenant strength and lease length.
- The **development portfolio**: This comprises land, options over land and buildings under construction, generating best-in-class logistics assets for the investment portfolio.
- **Non-strategic assets**: These are modern, high-quality non-logistics assets acquired with UK Commercial Property REIT Limited (“UKCM”), which we are divesting to provide funding for higher-returning logistics opportunities, particularly our logistics development programme.

Our investment portfolio is let to 128 clients across 102 logistics assets, providing a high degree of diversification by client and sector. These clients include some of the world’s largest companies and are weighted towards defensive, non-cyclical or high-growth sectors, helping to reduce our risk.



# OUR ESG STRATEGY

## DRIVING PERFORMANCE THROUGH ESG INTEGRATION

We aim to create value through integration of our ESG targets and strategy across the investment lifecycle from portfolio management to development management to asset management.

ESG performance is now shaping asset liquidity and value across the market. Our focus is on delivering the best sustainable buildings for our clients which we believe will deliver improved financial outcomes, reduced risks and enhanced long-term value.

We believe our ESG strategy addresses the priorities of our key stakeholders including our Shareholders, our clients, our communities and our supply chain. This is backed by our approach to ESG which is data and evidence led, driven by a granular understanding of our assets.

# OUR ESG STRATEGY
## REVIEW OF MATERIAL ESG TOPICS

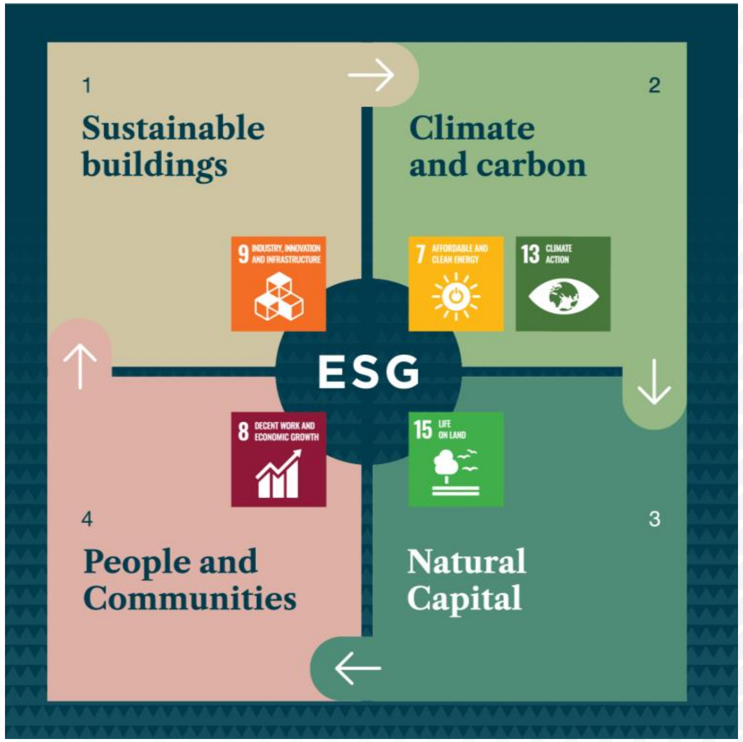
This year, the Company undertook a double materiality assessment to review the key ESG topics which are most likely to materially impact the Company and its key stakeholders.

The assessment included:

- A landscape review of relevant industry ESG frameworks and guidance (including the SASB standards and leading ESG rating agencies);
- A peer review of material ESG topics; and
- A stakeholder engagement exercise which captured the views of the Company's key internal and external stakeholders.

This landscape review, peer review and stakeholder engagement exercise confirmed that **Sustainable buildings** and **Climate and carbon** remain two pillars of the Company's ESG strategy and key focus areas for our stakeholders.

The materiality assessment also highlighted that **Natural capital** and **People and communities** are increasingly important topics for the Company, as highlighted by the increasing biodiversity regulations on new developments and reporting expectations (such as TNFD), as well as the ongoing focus of our clients on labour attraction and retention.



# ESG TARGETS AND PERFORMANCE

# SUSTAINABILITY RATING PERFORMANCE

## ESG TARGETS AND PERFORMANCE

| Indices | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| MSCI ESG RATINGS | BB | BBB | AA | AA | AA |
| GRESB | 72/100 | 81/100 | 83/100 (Global Sector Leader – Development) | 85/100 (Global Sector Leader – Development) | 85/100 (Global Sector Leader – Development) |
| MORNINGSTAR SUSTAINALYTICS | 14.6 Low risk | 9 Negligible risk | 8.3 (Negligible risk) Industry & Regional Top Rated | 7.6 (Negligible risk) Industry & Regional Top Rated | 6.4 (Negligible risk) Global Top 50 Rated |
| EPRA EUROPEAN PUBLIC REAL ESTATE ASSOCIATION | Silver | Gold | Gold Most Improved | Gold | Gold |
| CDP DISCLOSURE INSIGHT ACTION | N/A | N/A | Non-public submission | B | B |
| ISS ESG | N/A | N/A | N/A | C Prime status | C Prime status |

# SUSTAINABLE BUILDINGS
## ESG TARGETS AND PERFORMANCE

| 2024 Targets | KPIs | 2024 Performance |
|---|---|---|
| 100% of new asset acquisitions to utilise Tritax ESG due diligence framework | % of new acquisitions for which Tritax ESG due diligence framework was utilised (by floor area) | 100% |
| 100% of new development projects completed to utilise low-carbon development specification | % of new development projects completed (by floor area) | 100% |
| Measure and increase % of recycled materials | % of recycled steel content in steel frames of new development projects completed | 34% |
| Achieve upfront embodied carbon of below 400 kg $CO_2e/m^2$ across new development projects | Weighted average upfront embodied carbon (in in kg $CO_2e/m^2$) of new development projects completed (on whole site basis – weighted by floor area) | 412 |
| 100% of new development projects undertaking a whole life performance analysis | % of new development projects undertaking a whole life performance analysis (by floor area) | 100% |

# CLIMATE AND CARBON
## ESG TARGETS AND PERFORMANCE

| 2024 Targets | KPIs | 2024 Performance |
|---|---|---|
| Complete asset-level carbon emissions review against 1.5-degree decarbonisation pathway for 100% of assets | % of assets with a completed decarbonisation review (by floor area) | 100% |
| Complete review of decarbonisation plan alignment with Science Based Targets initiative ("SBTi") criteria (or equivalent) for 100% of assets | % of assets with a completed decarbonisation plan reviewed against SBTi criteria (or equivalent) (by floor area) | Ongoing |
| 100% of assets with physical climate risk outcomes incorporated into asset management business plans | % of assets with physical climate risk outcomes incorporated into asset management business plans (by floor area) | 100% |
| Alignment with 100% of TCFD disclosure recommendations | % of TCFD disclosure recommendations aligned to | 100% |
| Reduce the energy intensity and operational carbon emissions intensity of the investment portfolio | Energy intensity (kWh/sq. ft)<br>Operational carbon emissions intensity (kg$CO_2$e/sq. ft) | 2024: 8.87 kWh/sq. ft, 1.78 kgCO2e/sq. Ft*1<br>2023: 11.6 kWh/sq. ft, 2.4 kgCO2e/sq. ft<br>2022: 15.9 kWh/sq. ft, 3.0 kgCO2e/sq. ft |

*1 These figures have been calculated based on data available as of 25/06/2025 and are subject to change.

# NATURAL CAPITAL, PEOPLE AND COMMUNITIES
## ESG TARGETS AND PERFORMANCE

| 2024 Targets | KPIs | 2024 Performance |
|---|---|---|
| Year-on-year annual increase in biodiversity for standing assets | Number of biodiversity projects completed | • 5 biodiversity projects completed in 2024<br>• Re-baselining of portfolio biodiversity ongoing |
| Year-on-year increased provision of wellbeing enhancements to developments and standing assets | % of new development projects completed with wellbeing amenities (by floor area) | • 100% of new developments included wellbeing amenities |
| Establish Tritax Social Impact Foundation to govern charity partnerships and social-related initiatives | Establishment of Tritax Social Impact Foundation (Y/N) | • Established the Tritax Social Impact Foundation<br>• Established the Company's 5-year social impact strategy |
| Further integrate ESG criteria into supply chain procurement processes – upstream and downstream | Number of tenders completed during the year which integrated ESG criteria as part of review and approval process | • Tritax Management LLP ("Tritax" or "The Manager") tendered for insurance brokerage on behalf of the Company, with ESG criteria forming an important part of the selection process |
| Continue support for key charity partnerships | Level of financial (£) and non-financial contributions | • £236,660 funded through charity partnerships<br>• 23,390 young people positively impacted |

# ESG IN ACTION

# BUILDING OPERATIONAL ENERGY RATINGS
## ESG IN ACTION

Our investment portfolio has a strong energy efficiency profile, with 80.0% of assets with an energy performance certificate ("EPC") rating of B or above. Across the entire standing asset portfolio (i.e., investment portfolio and non-strategic assets), 79.3% of our assets are rated EPC B or above.

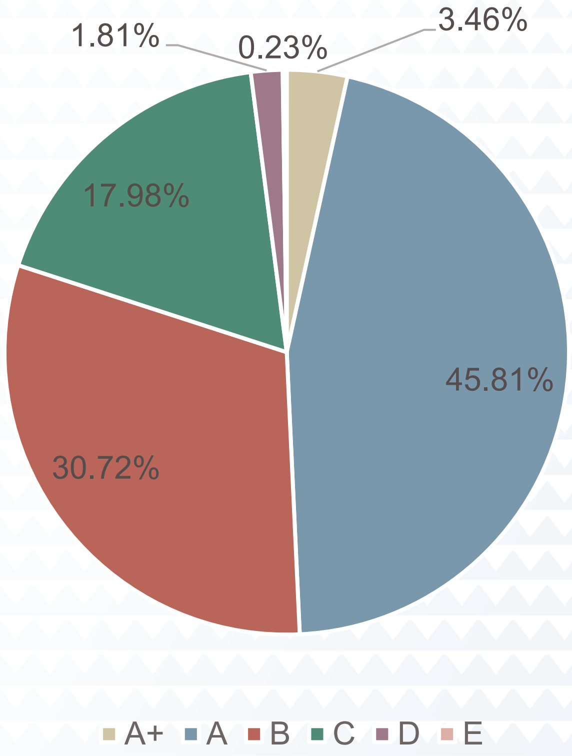
This strong performance was supported by the completion of six new developments during the year and the major refurbishment at Stakehill for which we achieved three A ratings and four A+ ratings, totalling a combined c.1,700,000 sq. ft.

In 2024, we certified or re-certified a total of 38 units totalling c.5,960,000 sq. ft. Of those, 93.5% achieved an EPC B or above.

While the UK Government is still consulting on proposed changes to its Minimum Energy Efficiency Standards (MEES) for non-domestic properties, we are still working towards having all our EPCs achieving B rating in due course.

For a full breakdown of EPC statistics, see page 26.

EPC Grades by floor area (sq. ft) – Investment portfolio



# GREEN BUILDING CERTIFICATIONS

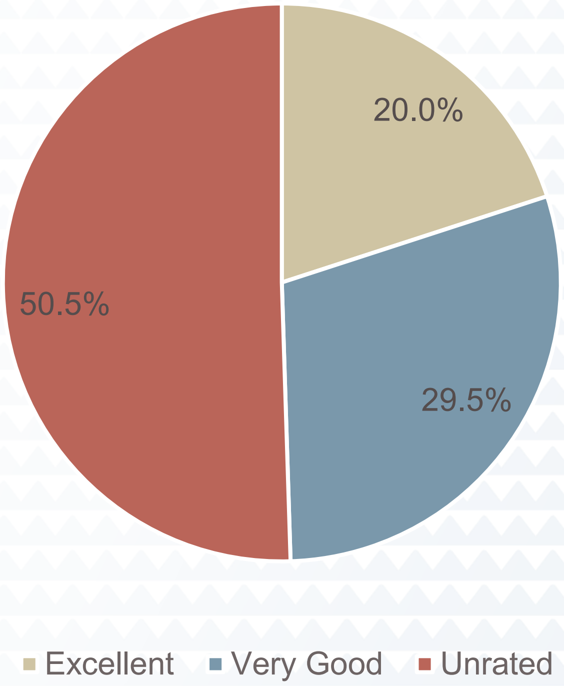
## ESG IN ACTION

As of 31 December 2024, 49.5% of the Company's investment portfolio had a BREEAM rating of 'Very Good' or 'Excellent', while across the entire standing asset portfolio, this was 49.0%, compared to 50.7% at the end of 2023.

This marginal decrease is attributable to our acquisition of the UKCM portfolio in May 2024, which had a lower BREEAM coverage than our existing assets. However, through the development programme, we completed six assets over the course of the year which all achieved (or are expected to achieve) BREEAM 'Excellent'.

During 2023, the Company updated its minimum green building certification levels for all new developments from BREEAM 'Very Good' to 'Excellent'. As such, all new developments are now constructed to a minimum standard of BREEAM 'Excellent' and EPC A.

BREEAM by floor area (sq. ft) – Investment portfolio



# DECARBONISING OUR PORTFOLIO
## ESG IN ACTION

The Company has been analysing and aiming to reduce the carbon emissions associated with its standing assets and development portfolio for several years now.

In May, the Company appointed a third-party consultant to help develop decarbonisation plans for every single logistics asset in the portfolio. Phase one of the project involved undertaking a desktop-based review of each asset in the portfolio and developing initial asset-level decarbonisation plans and was completed in December 2024.

Our priority in 2025 will be to ensure that all asset business plans incorporate a set of relevant decarbonisation measures which will enable us to reduce operational carbon emissions while delivering on our asset management strategy.

Investment portfolio assets leased to clients with Net Zero Carbon targets by floor area (sq. ft)

77.5%

Solar PV capacity installed (MWp)

24.3

# STAKEHILL REFURBISHMENT
## ESG IN ACTION

Our Stakehill refurbishment is a prime example of how we are working proactively to decarbonise our investment portfolio. The building, originally constructed in 1988, underwent a comprehensive nine-month refurbishment programme to replace the entire cladding to the elevations and roof, whilst retaining the existing structure and floor slabs.

We installed roof lights for natural daylight alongside 3,022 PV panels with a generating output of 1.3 MWp saving an expected 151 tonnes of $CO_2$ per annum which provides additional income to us through a power purchase agreement. We also installed LED lighting, a VRF system and an air source heat pump further improving the energy efficiency of the unit. As a result, the EPC improved from a B to an A+ and the upfront embodied carbon achieved was 146 $kgCO_2e/m^2$, 64% less than our target for new developments.

Prior to completion, we secured a new 15-year lease (with no break) to a leading UK brewer, and a 38% uplift in rental income with five-yearly rent reviews linked to the higher of market rents or CPI. In addition to securing a strong new client for the portfolio, the refurbishment secured an attractive yield on cost.

Finally, the new lease agreement includes several “green” clauses which aim to incentivise us and the client to promote and improve the environmental performance of the asset.

# OPERATIONAL CARBON EMISSIONS
## ESG IN ACTION

Each year, we collect and report on the operational carbon emissions from our assets through our GRESB reporting.

Given most of our assets are single let, our clients have full operational control over their energy consumption and procurement. However, as part of our commitment to achieve net zero carbon emissions, we seek to collaborate with our clients to reduce operational carbon emissions, which are the highest category of emissions within the Company's scope 3 emissions.

The main ways we seek to do so is through:

- Energy efficiency measures to reduce the energy intensity of our assets;
- The removal of fossil fuels; and
- The installation of on-site renewable electricity generation schemes, primarily solar PV.

| Metric | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| GHG operational emissions ($tCO_2e$) | 69,770 | 94,535 | 71,749 | 63,796*1 |
| GHG Data coverage | 84% | 93% | 90% | 87.2%*1 |
| GHG emissions intensity ($kgCO_2$ / sq. ft) | 2.7 | 3.0 | 2.4 | 1.78*1 |
| Solar PV capacity (MWp) | n/a | 14.6 | 17.4 | 24.3 |

*1 Data is collected in arrears as part of our GRESB collection process and these figures have been calculated as of 25/06/2025 but are subject to change

# EMBODIED CARBON EMISSIONS

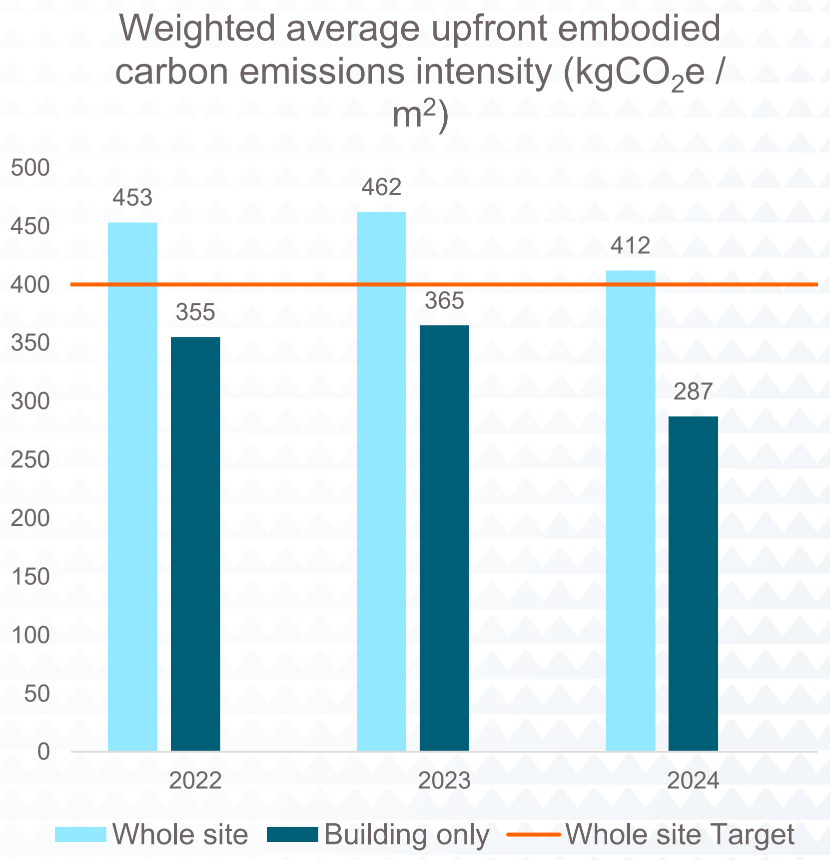
## ESG IN ACTION

The Company started recording the upfront embodied carbon emissions of its development projects during FY21. In 2023, we set an upfront embodied carbon target of 400 $kgCO_2e/m^2$ on a whole site basis for our new developments.

For each development, we seek to identify the main drivers of overall emissions, which informs our strategy for reducing them over the long term. As a last resort, we offset residual carbon through certified carbon credits, making our developments net zero carbon upon completion of their construction (in alignment with the UK GBC Net Zero Carbon Buildings Framework).

Following the release of the pilot Net Zero Carbon Building Standard during the year, we have adjusted our approach to calculating upfront embodied carbon emissions align with the Standard and therefore only capture the emissions from the building rather than the whole development site. However, for transparency, we have continued to report against both methodologies.

Using either methodology, we saw a substantial decrease in the weighted average upfront embodied carbon emissions of our developments relative to previous years.



# ENVIRONMENTAL INDICATORS

# ENERGY CONSUMPTION DATA
## ENVIRONMENTAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 302-1 | Elec-Abs | Total electricity consumption | Annual kWh | For landlord shared services | 42,900 | 175,110 | 195,957 | 1,972,547 |
| 302-1 | Elec-Abs | Total electricity consumption | Annual kWh | For Head Office of the Manager | 40,437 | 39,386 | 25,447 | 81,810 |
| 302-1 | Elec-Abs | Total electricity consumption | Annual kWh | For Head Offices of Tritax Big Box Developments ("TBBD") | 154,372 | 148,727 | 137,404 | 121,637 |
| 302-1 | Elec-Abs | Total electricity consumption | Annual kWh | For landlord shared services and Head Offices of the Manager and TBBD | 237,709 | 363,224 | 358,808 | 2,175,994 |
| | | | % | Proportion sourced from renewable energy | 100% | 100% | 100% | 100% |
| 302-1 | Elec-LfL | Like-for-like total electricity consumption | Annual kWh | For landlord shared services | n/a | n/a | 157,866 | 151,673 |
| 302-1 | Elec-LfL | Like-for-like total electricity consumption | Annual kWh | For Head Offices of TBBD | n/a | n/a | 137,404 | 121,637 |
| 302-1 | Total Energy-Abs | Total energy consumption | Annual kWh | For landlord shared services and Head Offices of the Manager and TBBD | 237,709 | 363,379 | 358,808 | 2,175,994 |
| 302-1 | Total Energy-LfL | Like-for-like total energy consumption | Annual kWh | For landlord shared services and Head Offices of TBBD | n/a | n/a | 295,270 | 273,310 |
| CRE1 | Energy-Int | Building energy intensity | kWh/sq. ft/year | For Head Offices of the Manager and TBBD | 15.0 | 14.5 | 12.5 | 12.0 |
| CRE1 | Energy-Int-LfL | Like-for-like building energy intensity | kWh/sq. ft/year | For Head Offices of TBBD | n/a | n/a | 16.8 | 14.8 |

See the following page for commentary and explanations associated with the energy consumption data.

# ENERGY CONSUMPTION DATA COMMENTARY
## ENVIRONMENTAL INDICATORS

**Reporting approach**

The Company takes the operational control approach to energy reporting. Due to our leasing structures (Full Repairing and Insuring), most of our clients have complete operational control over the energy consumption within the assets.

**Reporting scope**

In 2024, the Company provided energy for common parts and external areas across 25 assets. All 25 of these assets are reported on in the consumption data. These services are primarily external, so no floor area intensity is provided. We also report on the energy use of the Manager and Tritax Big Box Developments (“TBBD” and formerly known as Tritax Symmetry).

**Landlord energy consumption**

The large increase in absolute energy consumption for landlord shared services is largely due to the acquisition of UK Commercial Property REIT Limited (“UKCM”) on 16 May 2024. Most of this consumption is related to non-strategic assets which we are aiming to dispose of in the short term. On a like-for-like basis, the energy consumption for landlord shared services remained stable in 2024 because most of the energy consumption within our operational control is consistent by nature, such as external lighting. The like-for-like comparison does not include the energy consumption associated with the assets from the UKCM portfolio, as they were acquired on 16 May 2024, or our Junction 6 Electric Avenue asset in Birmingham as it was acquired during 2023.

**Additional commentary**

In 2024, Tritax Big Box, the Manager and TBBD used no natural gas, or district heating or cooling in their direct operations. Due to the relocation of the Manager’s Head Office in March 2024, the electricity consumption for January and February 2024 was estimated using 2023 consumption data for the respective months. In addition, due to a sub-metering issue, the energy consumption associated with the Manager’s new Head Office was unavailable for 2024. Therefore, the energy consumption was calculated by taking the whole building consumption and allocating consumption to the Manager’s Head Office based on the proportion of leased space relative to the whole building leased space.

Due to Manager moving its Head Office during 2024, the energy consumption associated with the Head Office of the Manager has been excluded from like-for-like metrics. Finally, the substantial increase in year-on-year absolute energy consumption for the Head Office of the Manager is largely due to the increase in office size. Therefore, while the absolute energy consumption has increased, the energy intensity by floor area across the Head Office of the Manager has not increased significantly.

**Renewable energy sourcing**

Tritax Big Box, the Manager, and TBBD use REGO-backed contracts for 100% of their electricity procurement. Therefore, market-based emissions are 0, hence greenhouse gas intensity metrics are location-based.

**Energy performance and energy efficiency measures**

Considering that over 99% of the energy consumption of our assets is controlled by our clients, Tritax Big Box actively engages with clients to reduce their GHG emissions through: updating sustainability action plans, exploring the feasibility of solar photovoltaic panels, maintaining the Energy Performance Certificate schedule and communicated actions, ensuring compliance with Minimum Energy Efficiency Standards regulations, and implementing green lease clauses.

**Data quality**

We have restated the landlord energy consumption data and the corresponding Scope 2 GHG emissions for 2023 due to the acquisition of more consumption data after the end of the reporting year. Previous total energy consumed was stated at 169,190 kWh, and the associated Scope 2 (location-based) emissions were stated at 35.03 $tCO_2e$.

5% and 0.5% of the landlord energy consumption data were estimated in 2023 and 2024 respectively due to missing consumption data (calculated as the % of estimated kWh data versus the total reported kWh). This was estimated using past energy consumption as a proxy. In 2024, the data estimated was associated with our Stoke, Aston Clinton, Harlow and Junction 6 assets.

# GREENHOUSE GAS EMISSIONS DATA

## ENVIRONMENTAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 305-1 | GHG-Dir-Abs | Total direct GHG emissions | Annual $tCO_2e$ | For landlord shared services | 0.05 | 0.03 | 0 | 0 |
| 305-1 | GHG-Dir-LfL | Like-for-like direct GHG emissions | Annual $tCO_2e$ | For landlord shared services | n/a | n/a | 0 | 0 |
| 305-2 | GHG-Indir-Abs | Total indirect market-based GHG emissions | Annual $tCO_2e$ | For landlord shared services | 0 | 0 | 0 | 0 |
| 305-2 | GHG-Indir-LfL | Like-for-like indirect market-based GHG emissions | Annual $tCO_2e$ | For landlord shared services | n/a | n/a | 0 | 0 |
| 305-2 | GHG-Indir-Abs | Total indirect location-based GHG emissions | Annual $tCO_2e$ | For landlord shared services | 7.87 | 33.86 | 40.58 | 408.46 |
| 305-2 | GHG-Indir-LfL | Like-for-like indirect location-based GHG emissions | Annual $tCO_2e$ | For landlord shared services | n/a | n/a | 32.69 | 31.41 |
| 305-2 | GHG-Abs Market based | Total market-based GHG emissions scope 1 and 2 | Annual $tCO_2e$ | For landlord shared services | 0.05 | 0.03 | 0 | 0 |
| 305-2 | GHG-Abs Location based | Total location-based GHG emissions scope 1 and 2 | Annual $tCO_2e$ | For landlord shared services | 7.92 | 33.89 | 40.58 | 408.46 |
| 305-2 | GHG-Indir-Abs | Scope 3 Category 1 location-based GHG emissions | Annual $tCO_2e$ | For Head Offices of the Manager and TBBD | 41.36 | 36.38 | 33.72 | 42.13 |
| CRE3 | GHG-Int | Location-based GHG emissions intensity from building energy consumption | $tCO_2e$/sq. ft/year | For Head Offices of the Manager and TBBD | 0.0032 | 0.0028 | 0.0026 | 0.0025 |

See the following page for commentary and explanations associated with the greenhouse gas emissions data.

# GREENHOUSE GAS EMISSIONS DATA COMMENTARY

## ENVIRONMENTAL INDICATORS

### Reporting approach

The Company calculates and reports its GHG emissions in line with the latest versions of guidelines published by the GHG Protocol, including the Corporate Accounting and Reporting Standard, the Scope 2 Guidance, and, where applicable, the Technical Guidance for Calculating Scope 3 Emissions.

The Company's reporting boundary for GHG emissions data is defined using the principle of operational control. This means that only assets where the Company has the authority, via its managing agents, to introduce and implement its operating policies and procedures are included within the reporting scope. During the reporting year, the Company completed the acquisition of UKCM. Consequently, all newly acquired properties under the Company's operational control will also fall within the reporting scope from the date at which they were acquired. These include landlord consumed energy and Scope 1 and 2 GHG emissions associated with the common parts areas, external areas, and voids across 25 of the Company's assets.

With most energy being procured and consumed by its occupiers, Scope 1 (direct emissions) and Scope 2 (indirect emissions from direct energy consumption) GHG emissions of the Company account for less than 1% of its total GHG emissions. These emissions are associated with landlord-consumed energy for common parts areas, external areas, and voids. The like-for-like comparison does not include the gas consumption associated with the assets from the UKCM portfolio, as they were acquired on 16 May 2024, or our Junction 6 Electric Avenue asset in Birmingham as it was acquired during 2023.

Tritax Management LLP is the Manager appointed to manage Tritax Big Box, and TBBD is the Development manager for the Company. Therefore, emissions associated with the Head Offices of the Fund Manager and the Development Manager are categorised under Purchased Goods & Services (Scope 3, Category 1).

### GHG emissions evolution

The substantial increase in the Company's location-based emissions is due to the increase in energy consumption associated with the acquisition of the UKCM portfolio (discussed on page 21). As stated on page 21, most of this consumption is related to non-strategic assets which we are aiming to dispose of in the short term.

Tritax Big Box, the Manager, and TBBD use REGO-backed contracts for 100% of their electricity procurement. Therefore, market-based emissions are zero, hence greenhouse gas intensity metrics are location-based.

### Methodology

All reported energy use and associated GHG emissions data relates to the Company's operations in the UK. Scope 1, Scope 2 (location-based), and Scope 3 GHG emissions for managed assets were calculated using the UK Government GHG Conversion Factors for Company Reporting for the respective reporting periods. Scope 2 (market-based) GHG emissions were calculated using the European Residual Mixes factors and the zero emissions factor for the REGO backed electricity supplies.

### Data quality

We have restated the landlord energy consumption data and the corresponding Scope 2 GHG emissions for 2023 due to the acquisition of more consumption data after the end of the reporting year. Previous total energy consumed was stated at 169,190 kWh, and the associated Scope 2 (location-based) emissions were stated at 35.03 $tCO_2e$.

As per the landlord energy consumption data, 5% and 0.5% of the landlord GHG data were estimated in 2023 and 2024 respectively due to missing energy consumption data.

# WATER CONSUMPTION AND WASTE GENERATION DATA

## ENVIRONMENTAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 303-1 | Water-Abs | Total water consumption | Annual m3 | For landlord shared services | 0 | 0 | 0 | 12,299 |
| 303-1 | Water-Abs | Total water consumption | Annual m3 | For Head Office of the Manager | 177 | 267 | 259 | 274[1] |
| 303-1 | Water-Abs | Total water consumption | Annual m3 | For Head Offices of TBBD | 523 | 292 | 194 | 252 |
| 303-1 | Water-Abs | Total water consumption | Annual m3 | For landlord shared services and Head Offices of the Manager and TBBD | 700 | 559 | 453 | 12,825 |
| 303-1 | Water-LfL | Like-for-like water consumption | Annual m3 | For Head Offices of TBBD | n/a | n/a | 194 | 252 |
| 303-1 | Water-Int | Total water intensity | m3/sq. ft/year | For Head Offices of the Manager and TBBD | 0.054 | 0.043 | 0.035 | 0.031 |

| GRI Code | EPRA Code | Indicator | Year | Total Waste Produced (t) | % Recycled | % to Energy | % to Landfill |
|---|---|---|---|---|---|---|---|
| 306-2 | Waste-Abs | Total weight of waste by disposal and diversion routes | 2024 | 4.3 | 65% | 35% | 0% |
| 306-2 | Waste-Abs | Total weight of waste by disposal and diversion routes | 2023 | 4.7 | 52% | 48% | 0% |
| 306-2 | Waste-Abs | Total weight of waste by disposal and diversion routes | 2022 | 5.3 | 41% | 59% | 0% |
| 306-2 | Waste-Abs | Total weight of waste by disposal and diversion routes | 2021 | 3.1 | 61% | 39% | 0% |

[1] Data was estimated due to metering infrastructure issue. See following page for further information.
See the following page for commentary and explanations associated with the water consumption and waste generation data.

# WATER AND WASTE DATA COMMENTARY
## ENVIRONMENTAL INDICATORS

**Water consumption**

Our water consumption is minimal compared to that of our clients. In 2024, following the acquisition of UKCM in May 2024, the Company procured water for the common areas of 10 UKCM assets (compared to zero in 2023), which explains the substantial increase in water consumption associated with landlord shared services. Approximately 80% of this water consumption is related to non-strategic assets which the Company is aiming to dispose of in the short term. 100% of water consumption comes from municipal water supplies. We also report the absolute water consumption associated with the Manager's and TBBD's Head Offices.

The like-for-like water consumption reflects the water consumption associated with TBBD's Head Offices. The water consumption associated with the Manager's Head Office has been excluded from the like-for-like metrics due to the Manager changing offices during 2024. In addition, given that all the assets for which the Company procures water were acquired in 2024, they have also been excluded from the like-for-like calculations.

The water consumption for landlord shared services primarily relates to common parts, hence no water intensity metric is provided for this data. The water intensity indicator therefore uses the floorspace of the Manager's and TBBD's Head Offices as the denominator.

**Data quality**

No landlord water consumption data was estimated. However, the water consumption for the month of May 2024 was allocated on a pro-rata basis given our acquisition of the UKCM portfolio on 16 May 2024.

100% of the Manager's water consumption for 2024 was estimated due to issues with the water metering infrastructure in its new office. The 2024 consumption was estimated using the 2023 water consumption as a proxy and was adjusted using the Manager's 2024 headcount relative to its headcount in 2023.

**Waste generation**

Tritax Big Box does not provide any waste management services for the benefit of its clients. We report the waste generated by the Manager for its Head Office. Given the Manager changed its Head Office in 2024, we are unable to provide a like-for-like waste comparison between 2023 and 2024.

The Manager continues to send zero waste to landfill.

# ENVIRONMENTAL INDICATORS

## EPC AND BREEAM RATINGS

The EPC and BREEAM statistics focus on the investment portfolio[1] (and therefore exclude all non-strategic assets) and exclude all development assets which were not completed as of 31/12/2024. These excluded assets represent a combined 2,802,162 sq. ft.

Where we have not received a final BREEAM certificate from the BRE but have received a letter of comfort from our BREEAM assessor stating that we will achieve either a 'Very Good' or 'Excellent' rating for a given asset, we have categorised these assets as having achieved said rating. This asset represents 162,048 sq. ft.

Please note that the table adjacent represents the EPC and BREEAM statistics for the investment portfolio. For completeness, we also disclose these statistics for the entire standing asset portfolio in Appendix I.

| EPC Rating | Floor area (sq. ft) | % of Floor area | Number of units |
|---|---|---|---|
| A+ | 1,406,038 | 3.5% | 7 |
| A | 18,626,960 | 45.8% | 52 |
| B | 12,489,230 | 30.7% | 46 |
| C | 7,311,360 | 18.0% | 52 |
| D | 735,806 | 1.8% | 17 |
| E | 91,625 | 0.2% | 3 |
| **Total** | **40,661,019** | **100%** | **177** |

| BREEAM Rating | Floor area (sq. ft) | % of Floor area | Number of units |
|---|---|---|---|
| Excellent | 8,131,534 | 20.0% | 16 |
| Very Good | 12,007,074 | 29.5% | 36 |
| Unrated | 20,522,411 | 50.5% | 125 |
| **Total** | **40,661,019** | **100%** | **177** |

[1] As defined on page 4.

# SOCIAL INDICATORS

# COMMUNITY INVESTMENT AND ENGAGEMENT

## SOCIAL INDICATORS

We seek to engage with and assist the local communities that surround our investment and development assets.

We believe our buildings benefit local communities as they have strong sustainability credentials, which not only help to minimise their environmental impact, but they also support significant employment in their local areas during construction and in operation.

We also invest in local communities through our Community Benefit Fund (CBF) which is committed to providing 10 pence per sq. ft of new logistics space developed. Through this programme Tritax Big Box donated £105,000 in 2023 and £56,043 in 2024, to support various local community causes in areas where we are currently developing or have developed assets.

As of 31 December 2024, 100% of the Company's assets had implemented local community engagement and/or impact assessments through its development programme's CBF, through local supply chain assessments and client engagement, and through its Charity partnerships focused on supporting communities around our assets (see following page).

TRITAX
Social Impact Foundation

Information on this page relates to EPRA Code: Comty-Eng and GRI: 413-1

# 5-YEAR SOCIAL IMPACT STRATEGY

## SOCIAL INDICATORS

In H1 2024, we put in place the Company's five-year social impact strategy, which focuses on improving educational outcomes and opportunities for young people in the regions where the company owns assets. The strategy is to support our customers and communities around our assets to ensure educational and skills development to enable improved employment prospects in the future.

We are seeking to reach 250,000 young people over five years, by continuing to support the charity, Schoolreaders and working with organisations such as the Prince's Trust and the charity Education and Employers. The strategy is overseen by the Tritax Social Impact Foundation which was established in 2023 to be a centre of excellence and governance and to help us deliver and measure impact.

Through our charity partnerships, in 2024, we donated a combined £180,617 to Schoolreaders, The Kings Trust, Education and Employers, and the Stevenage Scarlets. Since the launch of our new strategy in June 2024, we have helped 23,390 young people.

Number of young people positively impacted through the Tritax Social Impact Foundation

**23,390**

Total social donations in 2024

**£236,660**

# THE MANAGER
## SOCIAL INDICATORS

Tritax Management LLP (“Tritax” or “The Manager”) is the Manager for Tritax Big Box and is responsible for setting and delivering the Company’s ESG strategy.

Tritax is accredited in ISO 14001 for its environmental management systems and has a strong commitment to attracting and retaining talent. In 2021, Tritax became a Signatory of the UN Global Compact (“UNGC”). The UNGC sets out Principles for acting in a sustainable and responsible way, including Human Rights, Labour practices, Environment and Anti-Corruption.

The Board of Tritax Big Box, through its Management Engagement Committee (“MEC”), oversee the relationship between the Manager and the Company. The Chair of the MEC regularly meets with key representatives of the Manager to review the relationship, and the culture and organisational structure of the Investment Manager.

The Chief Operating Officer of the Manager regularly updates the Board on staff matters (such as recruitment, and training and development), which allows the Board to ensure that the Company is appropriately resourced, and that appropriate processes and policies are in place to ensure the Company is effectively managed.

# EMPLOYEE ENGAGEMENT, WELLBEING AND BENEFITS
## SOCIAL INDICATORS

The Manager aims to be an attractive and inclusive employer, takes a keen interest in the wellbeing and satisfaction of its employees, and is focused on ensuring all employees are engaged and supported. To ensure it has insight into how engaged employees are, an independent staff survey is conducted annually by HR consultants, WeThrive. The results from this survey have stayed relatively the same over the years. Our engagement score went from 82% in 2022 to 80% in 2023 and 80% in 2024. This year, the participation rate was 78%. The Manager uses this valuable feedback to tailor how it can continually improve the overall employee experience. Additionally, the Manager achieved a Net Promoter Score score of 39, which is a market research metric that rates the likelihood that employees recommend the Company as a good place to work. For reference, 10–30 is generally recognised as a good score, with 50+ considered excellent.

The Charity, Social & Wellbeing Committee was established with the purpose of supporting employee wellbeing initiatives, promoting inclusion and support work-life balance. The committee helps organise and/or promote activities for employees, including fund-raising events for selected charity partners, wellbeing workshops and staff socials.

All employees also benefit from and are eligible to have: the opportunity to have charitable fundraising matched by the Manager; paid leave to participate in specific volunteering opportunities; participation in the cycle to work scheme; discretionary bonus and share schemes; Additional annual leave purchase; 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 are paid market-competitive salaries which are annually reviewed as part of the performance appraisals and are assessed in line with Radford Maclagan benchmarks. All employees are eligible for a discretionary bonus based on individual and business performance. 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
## SOCIAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| | | Total number of employees | Number | The Manager | 41 | 41 | 53 | 56 |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of female employees | The Manager – all employees | 51% | 39% | 40% | 41% |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of male employees | The Manager – all employees | 49% | 61% | 60% | 59% |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of female employees | The Manager – Management employees | | | | 28% |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of male employees | The Manager – Management employees | | | | 72% |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of female employees | The Manager – Non-Management employees | | | | 47% |
| 405-1 a | Diversity-Emp | Gender and age diversity | Percentage of male employees | The Manager – Non-Management employees | | | | 53% |
| 405-1 b | Diversity-Emp | Gender and age diversity | Percentage of female employees | Highest Governing Body (Company Board) | 33% | 33% | 33% | 43% |
| 405-1 b | Diversity-Emp | Gender and age diversity | Percentage of male employees | Highest Governing Body (Company Board) | 67% | 67% | 67% | 57% |

# EMPLOYEES AND DIVERSITY
## SOCIAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 405-1 a | Diversity-Emp | Gender and age diversity | Age group | The Manager – all employees | Under 25: 0<br>25 to 35: 11<br>36 to 45: 21<br>46 to 55: 7<br>Over 55: 2 | Under 25: 2<br>25 to 35: 10<br>36 to 45: 17<br>46 to 55: 10<br>Over 55: 2 | Under 25: 2<br>25 to 35: 13<br>36 to 45: 19<br>46 to 55: 15<br>Over 55: 4 | Under 25: 0<br>25 to 35: 18<br>36 to 45: 15<br>46 to 55: 17<br>Over 55: 6 |
| 405-1 b | Diversity-Emp | Gender and age diversity | Age group | Highest Governing Body (Company Board) | Over 50: 4<br>30 to 50: 2 | Over 50: 5<br>30 to 50: 1 | Over 50: 5<br>30 to 50: 1 | Over 50: 5<br>30 to 50: 2 |
| 405-2 | Diversity-Pay | Gender pay gap[1, 2] | Ratio of Female Pay to Male Pay | The Manager – all employees | 1.67 | 1.72 | 1.57 | 1.79 |
| 405-2 | Diversity-Pay | Gender pay gap | Ratio of Female Pay to Male Pay | The Manager – Management employees | | | | 1.60 |
| 405-2 | Diversity-Pay | Gender pay gap | Ratio of Female Pay to Male Pay | The Manager – Non-Management employees | | | | 1.98 |

See the following page for commentary and explanations associated with the employee diversity data.
1 The Gender pay gap is calculated by dividing the average total compensation for male employees by the average total compensation for female employees.
2 The remuneration of all Non-Executive Directors on the Company's Board is disclosed in the Company's 2024 Annual Report on page 111.

# EMPLOYEES AND DIVERSITY DATA COMMENTARY

## SOCIAL INDICATORS

The Manager is committed to providing a working environment that is welcoming, inclusive, respectful and is free from discrimination. It believes 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 all the 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 2024, the Manager employed 56 permanent staff. The number of female employees rose from 21 to 23 and our gender diversity ratio increased slightly to 41%. The low total headcount means the gender diversity ratio is sensitive to any staff turnover. We remain focused on fostering a working environment where staff can achieve their full potential and understand that diversity of backgrounds adds value to our business.

The Manager segments its employee base between Management and Non-Management roles. Management roles are defined based on scope, responsibility, and decision-making authority. More specifically, individuals with direct reports, budgetary control, and/or strategic influence are classified as Management employees, while all others are classified as non-Management employees. This categorisation is in alignment with the Radford McLagan Compensation Database methodology, which applies a globally standardised job levelling system.

The Manager's gender pay ratio has unfortunately increased in 2024, largely due to the small size of our employee population, which makes the data particularly sensitive to small changes. The departure of a senior female colleague and the addition of a few more senior roles filled by male employees were key factors contributing to this shift. Such sensitivities mean that the ratio will not reflect a smooth trend from year to year and instead, as the figures indicate, the ratio fell quite significantly in 2023 but then rose again in 2024.

We continually aim to improve the diversity of our workplace, through the way we recruit, retain and develop our people (e.g., coaching, tailored learning & development opportunities and widening access for work experience placements).

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

# PROFESSIONAL DEVELOPMENT AND RETENTION

## SOCIAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 404-1 | Emp-Training | Employee training and development | Average hours | The Manager | 10 | 12 | 14 | 16 |
| 404-3 | Emp-Dev | Employee performance appraisals | Percentage of employees | The Manager | 100% | 100% | 100% | 100% |
| 401-1 | Emp-Turnover | New hires | Total number | The Manager | 9 | 13 | 17 | 10 |
| 401-1 | Emp-Turnover | New hires | Rate | The Manager | 22% | 32% | 32% | 18% |
| 401-1 | Emp-Turnover | Turnover | Total number | The Manager | 6 | 12 | 5 | 7 |
| 401-1 | Emp-Turnover | Turnover rate | Rate | The Manager | 15% | 29% | 9% | 13% |

See the following page for commentary and explanations associated with the professional development data.

# PROFESSIONAL DEVELOPMENT DATA COMMENTARY

## SOCIAL INDICATORS

All employees are provided with training opportunities to suit their specific learning and development needs. Performance managers, via annual and interim performance appraisals, help identify where further technical training and/or soft skills development is required to fulfil their specific job role and to support relevant professional accreditations and annual CPD. Whilst the Manager has a small employee base, benefitting from its size, it can provide tailored learning and development opportunities for each employee thus facilitating mobility across the business.

The Manager supports the leadership development of all its employees, regularly promoting employees to more senior roles. It provides professional development opportunities (e.g., industry/discipline specific conferences & seminars), executive coaching, mentoring, technical training and other personal development opportunities to enable this transition. The Manager supports junior employees and graduates to obtain their professional accreditations as required (e.g., RICS, CAIA, CISI).

The Manager's approach to leadership development and succession planning is underpinned by the need for breadth and depth within its talent pool. The Manager invests in its people to enable growth within their role to provide scope for additional responsibilities and progression within the business.

# HEALTH AND SAFETY
## SOCIAL INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|---|---|---|
| 403-2 | H&S-Emp | Employee health and safety | Injury rate | The Manager | 0 | 0 | 0 | 0 |
| 403-2 | H&S-Emp | Employee health and safety | Absentee rate | The Manager | 2.1% | 1.54% | 0.77% | 0.58% |
| 403-2 | H&S-Emp | Employee health and safety | Number of work-related fatalities | The Manager | 0 | 0 | 0 | 0 |
| 403-2 | H&S-Emp | Employee health and safety | Lost Day Rate or Accident Severity Rate | The Manager | 0 | 0 | 0 | 0 |
| 403-2 | H&S-Emp | Employee health and safety | Lost Day Rate | Development Contractors | | | | 1.71*[1] |
| 403-2 | H&S-Emp | Employee health and safety | Fatalities | Development Contractors | | | | 0 |
| 416-1 | H&S-Asset | Asset health and safety assessments | Percentage of assets | Company Portfolio | 100% | 100% | 100% | 100% |
| 416-2 | H&S-Comp | Asset health and safety assessments | Number of incidents | Company Portfolio | 0 | 0 | 0 | 0 |

*[1] The lost day rate is calculated as follows: (Total Lost Days × 100,000) / Total Hours Worked
See the following page for commentary and explanations associated with the health and safety data.

# HEALTH AND SAFETY DATA COMMENTARY
## SOCIAL INDICATORS

The Manager has a health and safety policy that covers all employees and contractors. It aims to have zero health and safety incidents for its employees, clients and contractors, and the Chief Operating Officer has ultimate responsibility for overseeing health and safety for the Manager and its employees.

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.

While our clients have ultimate responsibility for health and safety on the buildings they occupy, the Company carries out annual fire safety checks in line with our insurance responsibilities. We have had no incidents in 2024. In addition, many of our clients have management systems that are aligned to the ISO 45001 international standard for health and safety management.

We require our development 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. In addition, for 100% development schemes completed in 2024, the main appointed contractor had a health and safety management system in place accredited to the ISO 45001 standard.

Health and safety incidents for development schemes are monitored using the RIDDOR system.

# GOVERNANCE INDICATORS

# GOVERNANCE

## GOVERNANCE INDICATORS

| GRI Code | EPRA Code | Indicator | Metric | Scope | 2024 |
|---|---|---|---|---|---|
| 102-22 | Gov-Board | Composition of the highest governance body | Total number | The Board of Tritax Big Box REIT plc | 1. No executive board members, the Board is fully independent<br>2.Seven Independent non-executive Board members (including an Independent Chair)<br>3. Average tenure = 5.5 years<br>4. All Non-Executive Directors have general ESG business experience by virtue of their other Non-Executive or Executive appointments and three of the Non-Executive Directors have more in-depth ESG experience. The SID, Karen Whitworth, is the Board's ESG Champion, and is also a member of the Tesco corporate responsibility committee. |
| 102-24 | Gov-Selec | Process for nominating and selecting the highest governance body | Narrative on process | The Board of Tritax Big Box REIT plc | The Nomination Committee is responsible for the selection of New Non-Executive Directors and assessing whether the balance of skills, experience, knowledge, diversity and independence is appropriate to enable the Board to operate effectively. The Committee's role is to review the size, structure and composition of the Board, including succession planning, and to ensure that it has the right mix of skills, experience and knowledge to enable the Company to fulfil its strategic objectives. The Committee is also responsible for making recommendations for new appointments to the Board and for reviewing the performance and terms of engagement for the existing Directors. Consideration is made to the ongoing independence of each of the Directors, their respective skills, experience and time commitment, as well as any other external appointments held by the Directors (see page 100 of the 2024 Annual Report for an outline of the Board appointment process). In 2024, the Company achieved all the UK Listing Rule diversity targets (i.e. at least 40% of individuals on the Board are female, at least one of the senior positions on the Board is held by a female, and at least one individual on the Board is from a minority ethnic background – see page 101 of the 2024 Annual Report for more information on Board diversity). All Directors offer themselves for (re-)election annually at each AGM. |
| 102-25 | Gov-Col | Process for managing conflicts of interest | Narrative on process | The Board of Tritax Big Box REIT plc | In addition to the ongoing consideration to board independence outlined above, 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.<br>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 (see page 96 of the 2024 Annual Report).<br><br>In 2024, the Board conducted an external Board and Committee performance evaluation (see page 100 of the 2024 Annual Report for a summary of the Board effectiveness review). |

The Board considers that reporting against the Principles and Provisions of the AIC Code, which has been endorsed by the Financial Reporting Council, provides more relevant information to shareholders.
The Company has fully complied with the Principles and Provisions of the AIC Code. For more information on the Company's governance, see page 78 to 116 of the 2024 Annual Report and Accounts.

# BUSINESS ETHICS
## GOVERNANCE INDICATORS

The Manager is committed to upholding the highest standards of business ethics and financial crime prevention across all levels of the organisation. To ensure consistent awareness and compliance, quarterly training sessions are delivered to all employees, including part-time staff and contractors, covering key principles of ethical conduct and financial crime prevention policies.

Day-to-day responsibility for the practical application of business ethics and prevention of financial crime sits with the Manager, which is overseen by the Board of the Company. The Board will test the measures put in place by the Manager before providing ultimate assurance of its effectiveness. The dual nature of the Manager and the Board working together ensures robust accountability at the highest level.

The Manager monitors the effectiveness of its controls through a combination of external and internal audit measures. Third-party auditors provide annual formal assurance that all legal and regulatory requirements are being met, whilst internal compliance monitoring provides a constant control and feedback environment which helps ensure external audits are effective. The fitness and propriety of all relevant employees and partners is monitored 3-yearly through a combination of external verification, self-attestation and performance management.

# NOTES TO THE REPORT

**Tritax Big Box 2024 Sustainability Disclosures**

Tritax Big Box is committed to reporting fully and transparently on its ESG activities. The Company is aligned with the EPRA Sustainability Best Practices Recommendations (sBPR) for sustainability reporting. This document details the reporting principles set out by the Company to determine the data it reports on, the 2024 disclosures against these indicators and provides explanatory notes relating to this data.

**Organisational boundaries, control and reporting structure**

Tritax Big Box is the UK's largest listed investor in high-quality logistics warehouse assets. We invest in and actively manage existing income-producing assets, land suitable for Tritax Big Box development and pre-let forward funded developments. On 31 December 2024, Tritax Big Box had a total portfolio value of £6.55bn. 100% of this investment portfolio is considered within the defined organisational boundary given that all assets are fully owned. The Company takes an operational control approach which has been selected as it reflects the areas where it has full authority to introduce and implement operating policies. The operations of our clients are excluded as they have full responsibility for the procurement of utilities and services, covering energy, waste and water; Tritax Big Box does not have the ability to control the use of these resources or implement operating policies.

**Reporting boundary**

Tritax Big Box reports all areas of operational control. These are outlined in the Energy consumption data commentary on page 21. Tritax Big Box does not provide any waste management services. Tritax Big Box clients are encouraged to share their operational utility and waste data to help us understand the whole building consumption of the assets under management. Where client data is shared, Tritax Big Box determines an intensity indicator using square foot floor space for the whole building. However, this is not made publicly available. We do however, provide an aggregated portfolio intensity metric on page 17. We also report on the Head Offices of the Manager and TBBD.

**Disclosure of head office**

Tritax Big Box is an externally managed REIT – managed by Tritax Management LLP ("the Manager") – and therefore, does not have a Head Office or staff. However, the Manager reports on its Social indicators as indirect performance for Tritax Big Box.

**Coverage**

Tritax Big Box obtains full data disclosure for assets within its operational control. All our assets in our Investment Portfolio are classed as Industrial, while non-strategic assets are non-logistics assets acquired with UKCM. All landlord data reported is obtained through the managing agent and we estimate missing landlord data where required. As of 31 December 2024, the Company owns 116 investment assets totalling circa 42m sq. ft. 100% of assets within the organisational boundary are reported on for energy and water consumption. Tritax's operational control relates to the provision of electricity and water for common parts and external services. See data commentary pages for detail. Office-related energy, water and waste data is collected from the Company's Manager and TBBD, and where data is estimated, a rationale and the estimation methodology are provided.

**Normalisation**

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**

This report uses the same property typologies as those adopted in the Company's financial reporting. The Company's Investment Portfolio solely consists of logistics assets in the UK which are viewed as one segment. The Company's non-strategic assets, which were acquired with UKCM in May 2024 and which have been identified for sale as part of this strategic acquisition, are a combination of non-logistics assets located in the UK and represented less than 3.5% of the standing asset portfolio (by floor area) as of 31 December 2024. Given we are looking to divest these assets in the short term and given they represent an immaterial proportion of the portfolio, we consider there to be a single reportable segment.

**Reporting periods and base year**

Tritax Big Box's reporting period runs from 1st January-31st December. Tritax Big Box reported on its ESG performance for the first time in 2019. This therefore forms the base year for reporting the environmental metrics for the Fund.

**Third party assurance**

Tritax Big Box's Scope 1 and 2 emissions data, aligned with EPRA sPBR, has been checked by BDO LLP in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. The full audit statement can be found on pages 117-123 of the 2024 Annual Report and Accounts. Savills (UK Limited) has performed Scope 1 & 2 data quality checks. Third party checks of the environmental data is carried out by Tritax's Property Manager, Savills Energy. A Third Party assurance provider has also been appointed to undertake limited assurance, covering scope 1,2 and one category of scope 3 emissions data which will be completed for inclusion in the CDP 2025 submission.

# DISCLAIMER

This document is not and should not be construed as an offer to sell or the solicitation of an offer to purchase or subscribe for any investment. The document is intended for information purposes only and does not constitute investment advice. It is important to remember that past performance is not a guide to future performance. Furthermore, the value of any investment or the income deriving from them may go down as well as up and you may not get back the full amount invested. If you are in any doubt about the contents of this document or the investment to which it relates, you should consult a person that specialises and is authorised by the FCA to advise on this type of investment.

TRITAX BIG BOX®

# THANK YOU

# EPC AND BREEAM RATINGS – ALL STANDING ASSETS

## APPENDIX I

The EPC and BREEAM statistics exclude all development assets which were not completed as of 31/12/2024. These assets represent a combined 1,300,139 sq. ft.

Where we have not received a final BREEAM certificate from the BRE but have received a letter of comfort from our BREEAM assessor stating that we will achieve either a Very Good or Excellent rating for a given asset, we have categorised these assets as having achieved said rating. This asset represents 162,048 sq. ft.

| EPC Rating | Floor area (sq. ft) | % of Floor area | Number of units |
|---|---|---|---|
| A+ | 1,406,038 | 3.3% | 7 |
| A | 18,676,424 | 44.4% | 59 |
| B | 13,244,708 | 31.5% | 100 |
| C | 7,622,582 | 18.1% | 65 |
| D | 809,317 | 1.9% | 37 |
| E | 263,973 | 0.6% | 5 |
| **Total** | **40,661,019** | **100%** | **273** |

| BREEAM Rating | Floor area (sq. ft) | % of Floor area | Number of units |
|---|---|---|---|
| Excellent | 8,301,408 | 19.8% | 67 |
| Very Good | 12,271,376 | 29.2% | 49 |
| Unrated | 20,522,411 | 51.0% | 157 |
| **Total** | **40,661,019** | **100%** | **273** |