



QUALITY
REJUVENATION
PATHWAY TO NET ZERO
SUSTAINABILITY REPORT 2022

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01 ONE MINUTE READ: 2022 SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT

Carbon emissions:

- 61,180t CO₂e total 2021 carbon emissions
- Average tCO₂e / sqm (intensity) ▼ 13.7% in 2021 as compared to 2019

Energy:

- Total energy intensity ▼ 15.5% in 2021 as compared to 2019:
 - Fuel ▼ 18.5%
 - District heating and cooling ▼ 6.0%
 - Electricity ▼ 10.5%
- Renewable and low carbon energy 43%

Water:

Water consumption intensity ▼ 26% in 2021 as compared to 2019

Waste:

- 45% of recorded waste recycled in 2021 (up from 24% in 2019)
- <1% of total recorded waste directed to landfill in 2021

Data collection:

- Collected energy consumption data for ~91% of the portfolio by lettable area in 2021, ▲ 28.5% as compared to 2019
- Significant progress in data collection coverage in 2021 across all three energy metrics as compared to 2020
 - Fuel consumption data coverage ▲ 22.1%
 - District heating & cooling consumption data coverage ▲ 20.3%
 - Electricity consumption data coverage ▲ 19.2%

Ongoing energy-level audits across CERIT's portfolio to support Net Zero operational carbon emissions by 2040 target

4-year sustainability loan facility completed with three sustainability-linked KPIs and a notable inclusion of Scope 3 (green lease) target – the first in Singapore

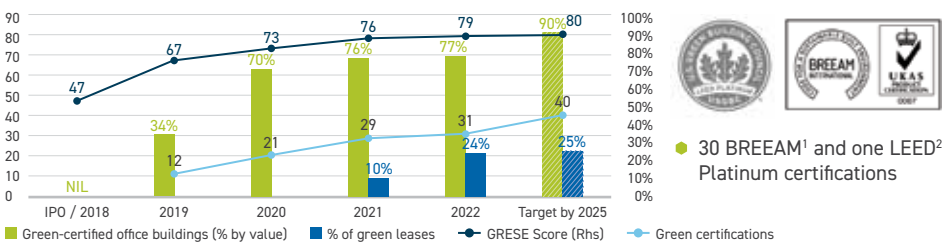
SOCIAL / STAKEHOLDERS

- Record high >170 market engagement meetings (vs. 140 in FY 2021)
- >S\$28k raised for community partners from direct contributions and fundraising
- 27.3 training hours per employee in FY 2022 (above set target of 20)
- Female employees 38% overall / 38% in executive and senior management roles

GOVERNANCE

- Maintained clean compliance record, adhering to applicable laws and regulations, including SGX-ST, MAS and Lux SE

Progress in GRESB score, "green" building certifications and green leases



30 BREEAM¹ and one LEED² Platinum certifications

Excellence in corporate governance and transparency



Double-notch upgrade for second year in a row; One of only 4 S-REITs with "AA" rating



Top in peer group 129th out of 15,000 companies globally and 19th out of >450 REITs globally

8.8 Negligible Risk



Centre of Governance and Sustainability NUS Business School

- Ranked within the Top 10 for 3 years consecutively at the Singapore Governance & Transparency Index (SGTI)
- Ranked Top 3 in GIFT 2022 rankings

1 Building Research Establishment Environment Assessment Method

2 Leadership in Energy and Environmental Design

Disclaimer Statement: CERIT's use of any MSCI ESG Research LLG or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of CERIT by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI

02 BOARD STATEMENT

The Board is pleased to present CEREIT's fifth Sustainability Report, detailing its 2022 economic, social and environmental activities.

CEREIT's primary purpose is to deliver stable and growing DPU and NAV per Unit to its Unitholders over the long term. Since CEREIT's inception, the Board has set a strategic direction for the management team to achieve this purpose through executing the following strategies:

- Investing in core European cities in light industrial/logistics and office sectors, with a good mix of core, core plus and value-add assets to maximise medium and long term medium- and long-term risk adjusted returns
- Active asset management to maximise occupancy and rent growth;
- Recycling non-strategic and non-core assets into new investments;
- Responsible capital management; and
- Maintaining high ESG standards and disclosures.

As part of its investment process, the Board applies a proprietary enhanced property risk matrix, encapsulating 13 risk factors across three broad categories. It provides a framework to assess if existing properties, proposed investments and potential divestments are aligned with CEREIT's strategy, financial viability, contractual risks and country-specific political and regulatory developments.

The Board also considers and monitors ESG issues critical to all aspects of CEREIT's business and strategy. It established a stand-alone Sustainability Committee in early 2021, chaired by a non-executive director and comprising all members of the Board. The Board Sustainability Committee provides strategic oversight of the management and monitoring of material ESG factors and reviews CEREIT's sustainability performance during its regular quarterly meetings.

The Manager's investment and asset management policies and procedures for CEREIT are now guided by the aspirational goal of achieving Net Zero operational carbon emissions by 2040 and the future proofing of the portfolio.

The Board is pleased with the sustainability progress that CEREIT has made in the five years since listing. At the time of IPO, CEREIT had zero properties that were green rated by BREEAM or LEED. Five years later, 31 buildings, out of which 25 or 77% of the office portfolio by value have been certified, with tenants now paying particular attention to certification in their rental decisions. CEREIT's GRESB score - a well-recognised real estate ESG benchmarking standard for our investors and financiers - improved significantly to 79 points in 2022, a long way from our inaugural 47 points five years ago. CEREIT also ranked second amongst its European diversified peers in the 2022 annual GRESB Real Estate assessment. The recent MSCI ESG "AA" rating upgrade is another testament to our sustainability strategy execution.

Notably, in 2022, all the Directors have attended and successfully completed the prescribed ESG training as mandated by the SGX-ST.

In 2022 the Manager conducted a materiality review for CEREIT, facilitated by an independent advisor EY. As ESG issues continue to gain importance for CEREIT, three new material topics were introduced - waste reduction, water management and biodiversity. Two topics, namely sustainable economic value creation and business model innovation, were reclassified as integral parts of CEREIT's business strategy and operations. These topics are included in the Manager's standard financial and management reporting and are no longer part of sustainability reporting. In total, 15 material topics relevant to CEREIT and its stakeholders have thus been reviewed and approved by the Board. The Sustainability Report documents the Manager's plans and activities for these material topics and CEREIT's progress in achieving the





previously set targets. The Board is pleased that the targets set for 2022 were largely met.

Key executives of the Manager have augmented, specific and measurable ESG targets as part of their KPIs, which are linked to their remuneration. This alignment further supports CEREIT in meeting new sustainability-related regulatory requirements in its listing market and its countries of operations. These include the MAS Guidelines on Environmental Risk Management in Singapore, the amended SGX Rules and Sustainability Reporting Guide effective 1 January 2022 (including TCFD recommendations) and the progressive implementation of European legislation and regulations at the European Union level such as the SFDR and the *Décret Tertiaire* (Tertiary Decree) in France.

The Board would like to thank all stakeholders for their trust and support and the management team for their steadfast commitment to ESG to deliver sustainable returns to Unitholders.



03 CEO'S MESSAGE



Simon Garing

CEO AND
EXECUTIVE DIRECTOR

I am pleased to present CEREIT's fifth annual Sustainability Report. In keeping with our environment preservation efforts, the report is only available in electronic version on CEREIT's website for reading or downloading.

CEREIT's core purpose is to provide Unitholders with stable and growing DPU and NAV per Unit over the long term through investments in European commercial real estate. The Board and the management team strongly believe that Cromwell's long-term success in achieving this purpose depends on our ability to operate as a resilient, ethical and socially responsible organisation. We augmented

As the Manager, we are investing significant efforts and resources to achieve Net Zero operational carbon emissions by 2040 target on behalf of CEREIT.

our investment strategy framework a couple of years ago to formally embed ESG considerations such as portfolio construction and asset management initiatives, stakeholder engagement and corporate governance policies and processes, to support our strategic objectives. One such objective is to achieve Net Zero operational carbon emissions by 2040. As the Manager, we are investing significant efforts and resources to achieve this goal on behalf of CEREIT.

One specific target that we have set for ourselves is to progressively assess and certify CEREIT's portfolio from a sustainability perspective. From a starting point of zero BREEAM and LEED building certifications at IPO, we have made substantial progress in the last five years to achieve 31 green certifications across CEREIT's portfolio with 30 BREEAM and one LEED certifications as at the end of FY 2022.

Notably, the proportion of the office portfolio with green certifications is now >77%, where energy consumption tends to be higher and tenant-customer requirements are more focused on sustainability factors. In a post-pandemic world, companies are rethinking workplace design and are increasingly seeking sustainable office space to foster collaborative work and meaningful connections among employees, even amid hybrid work arrangements. Recent research from CBRE shows that while only 20% of 300 million sqm European office stock is BREEAM or equivalent-certified, they attract 30-80% of the leasing activity for each city and command around 6% higher rents on a like-for-like basis¹. Seeing first-hand the market's appetite for sustainable quality spaces and tenant-customers' preparedness to pay higher rents, we are committed to further enhance CEREIT's properties to satisfy this market demand. Construction work is well-advanced at our first such major redevelopment at Nervesa 21 in Milan, Italy. The office project, when ready for occupation in 1Q 2024, will provide approximately 10,000 sqm of 'LEED Platinum' and 'WELL Gold' certified

¹ "Value of green building features", CBRE Research, August 2022



Grade A office space, equipped with high-quality amenities and the latest technologies. We are pleased that the building's credentials have already attracted a key globally recognised media company tenant-customer to anchor the project, pre-leasing 44% of the space.

We formalised our green financing framework in 2022 and have since completed two sustainability-linked loans worth more than €250 million, while also incorporating a €50 million cross currency swap into the facilities. CEREIT's ESG ambitions are in line with those of our lenders and debt capital market investors all of who support the Manager's initiatives.

Automating property-level data collection for utility bills, GHG emissions, energy usage, water consumption and waste management is a key step in supporting our asset planning, target setting and milestone reporting. Our asset management teams are set to complete the on-line connection of data from CEREIT's 110+ assets in all 10 investment countries to Deepki (an ESG data automation tool) by June 2023. Along with independent reviews of the energy performance of each asset, this should enable the consumption and emissions analysis to be completed by the end of 2023. We should then be in a good position to set meaningful emissions reduction plans and targets and report against these milestones over the coming years.

In 2021 we gathered energy consumption data for 91% of CEREIT's portfolio, up 28.5% from 2019. CEREIT's absolute property energy consumption was 185,672 MWh in 2021, up only 13.8% as compared to 2019, despite the significant increase in the gross floor area for which data was collected. In terms of absolute numbers, the total energy intensity decreased 15.5% to 108.7 kWh / sqm in 2021, down from 127.87 kWh in 2019. We calculated CEREIT's total CO₂ emissions as 61,180 tCO₂e in 2021, with a 13.7% decline in CEREIT's average tCO₂e / sqm (intensity) emissions over the past 2 years to 0.0364 tCO₂ / sqm in 2019.

We further increased our investment community touchpoints in 2022. The Manager conducted a record 170 (up from 140 last year) virtual and physical meetings with more than 1,800 market participants. During CEREIT's 5th anniversary in November 2022 we raised S\$28,000 for our two community partners Child at Street 11 and WWF. We remain active participants in industry associations such as SGListCos, REITAS, EPRA and APREA.

Meaningful upgrades in key independent advisory ESG ratings over the course of 2022 recognise and endorse the Manager's efforts to integrate ESG into all aspects of the business. Notably, CEREIT was ranked third in GIFT 2022 and has maintained its top 10 position in SGTI for three consecutive years since 2019. CEREIT also received a double-notch upgrade in MSCI ESG rating to "AA" in 2022, up from "B" in 2021, one of only four Singapore REITs to attain this rating. In January 2023, Sustainalytics assigned CEREIT the lowest ESG Risk Rating of 'Negligible Risk' with a score of 8.8 points. In addition to ranking first in its Sustainalytics-selected peer group, CEREIT was also ranked 129th out of more than 15,000 ranked companies globally and 19th out of over 450 REITs globally.

Throughout the year we have maintained a clean compliance record, materially adhering to all applicable laws and regulations, including those set forth by SGX-ST, MAS and Lux SE.

All these achievements are testament to our commitment to upholding high standards of corporate governance.

Tenant-customers, employees, investors, regulators and other stakeholders increasingly require greater ESG commitments. We will continue to strive to improve our ESG credentials, not just because regulations are becoming more focused on these matters, but also because it makes good business sense and – most importantly – because it is the right thing to do.

04 ABOUT CEREIF

(AS AT 31 MARCH 2023)

4.1. CEREIF OVERVIEW

CEREIF has a principal mandate to invest, directly or indirectly, in income-producing real estate assets across Europe with a minimum portfolio weighting of at least 75% to Western Europe and at least 75% to the light industrial / logistics and office sectors. CEREIF's purpose is to provide Unitholders with stable and growing distributions and net asset value per unit over the long term, while maintaining an appropriate capital structure.

The Manager currently targets at least a 90% weighting to Western Europe and the Nordics and at least 50% weighting to the light industrial / logistics sector for CEREIF's portfolio, while also investing in Grade A office assets in core gateway cities and aiming to reduce the 'other' sector comprising three predominately government let campuses, one retail and one hotel asset.

CEREIF's €2.5¹ billion portfolio comprises 110+ predominantly freehold properties in or close to major gateway cities in the Netherlands, Italy, France, Germany, Poland, Denmark, Finland, the Czech Republic, Slovakia and the United Kingdom with an aggregate lettable area of close to two million sqm and 800+ tenant-customers.

CEREIF is listed on the SGX-ST and is managed by Cromwell EREIT Management Pte. Ltd., a wholly-owned subsidiary of CEREIF's sponsor, Cromwell Property Group.

WESTERN EUROPE

86%

THE NETHERLANDS

GERMANY

FRANCE

ITALY

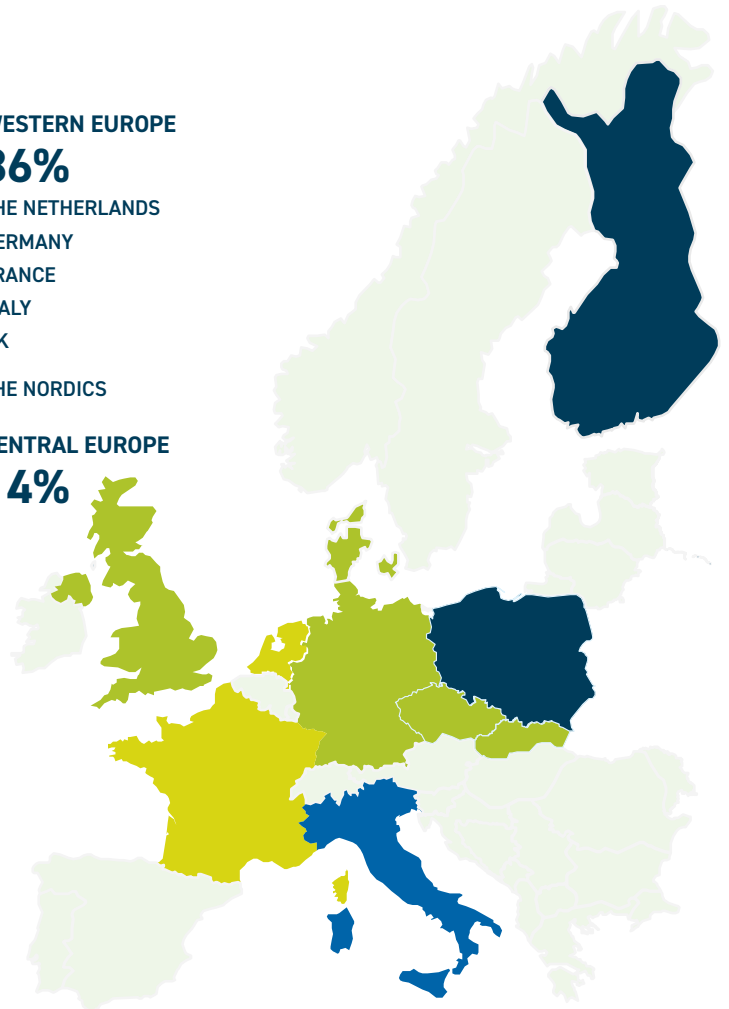
UK

THE NORDICS

CENTRAL EUROPE

14%

● Office ● Light industrial / logistics, Office and Others ● Light industrial / logistics ● Light industrial / logistics and Office



LIGHT INDUSTRIAL / LOGISTICS ASSETS

- Combination of last-mile urban logistics and light industrial assembly / manufacturing assets
- High occupancy rates with a long WALE



OFFICE ASSETS

- In close proximity to city and town centres with ample amenities
- Strategically located near public transport nodes
- ~77% of office portfolio by value is green-certified



OTHERS

- Three predominately government-let campuses, one hotel and one retail property



€2.5 billion¹

Resilient European commercial portfolio



86%

Western Europe and the Nordics



110+

Predominantly freehold properties



1.9 million

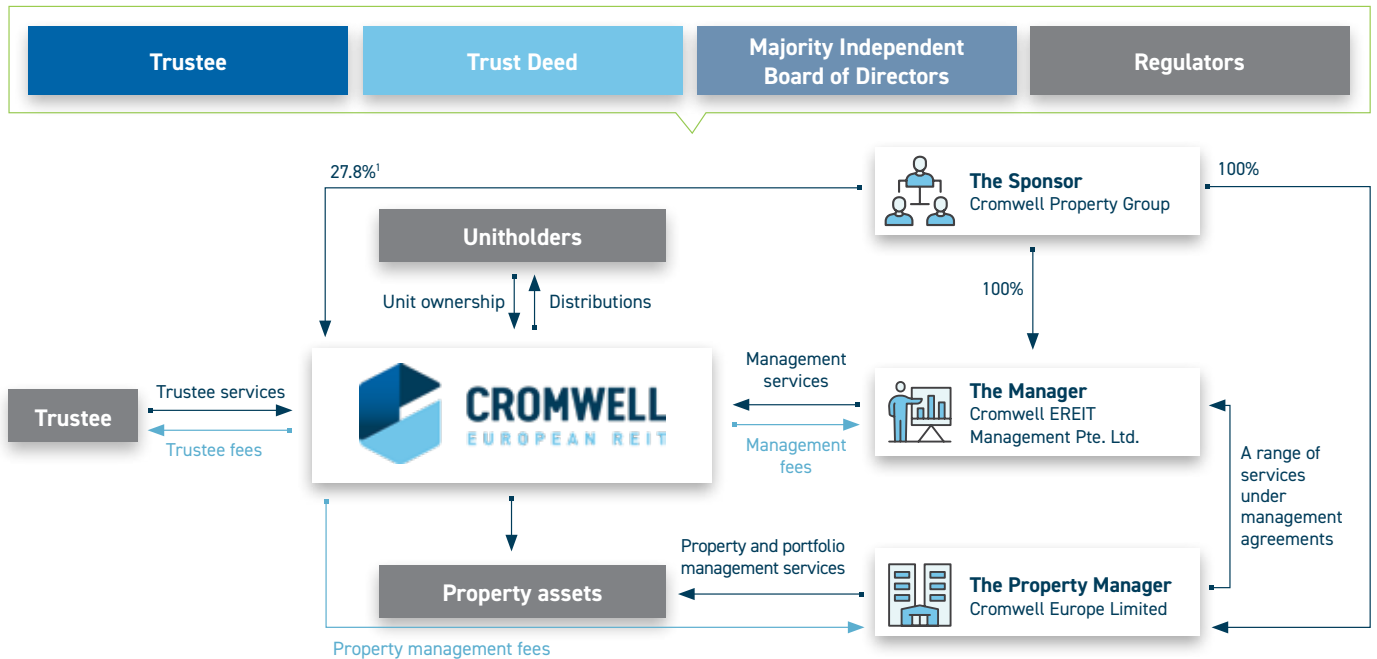
sqm net lettable area



46%

Light industrial / logistics exposure

4.2. CERIT'S SPONSOR, MANAGER AND PROPERTY MANAGER



THE SPONSOR

Cromwell Property Group is the Sponsor of CERIT. It owns approximately 27.8%¹ of CERIT's Units in issue as at 31 December 2022. Cromwell Property Group is an ASX-listed real estate investor and fund manager with operations on three continents and a global investor base. As at 31 December 2022, the Sponsor has approximately €7.6 billion of real estate assets under management globally with 350+ employees in 20 offices across 15 countries. Both the Manager and the Property Manager are wholly-owned subsidiaries of the Sponsor.

THE MANAGER

Cromwell EREIT Management Pte. Ltd. is the Manager of CERIT. The Manager has general powers of management over the assets of CERIT and manages its assets and liabilities for the benefit of the Unitholders. The Manager sets the strategic direction of CERIT and provides recommendations to the CERIT Trustee on the acquisition, divestment, development and / or enhancement of CERIT's assets in accordance with its investment strategy. The Manager provides a holistic range of services including but not limited to the following: investment management, asset management, capital management, finance and accounting, compliance, investor relations and ESG.

THE PROPERTY MANAGER

Cromwell Europe Limited is the Property Manager of CERIT. It is an established property management platform with its head office in London and 200+ employees in 14 offices across 11 countries in Europe, generally including countries in which CERIT assets are located. The primary goal of the Property Manager is to maximise cash flows,

earnings and value of each of CERIT's assets to meet CERIT's objectives. The Property Manager's services include but are not limited to: investment management services, asset management services, portfolio management services, accounting and administration services, treasury management services, technical property management services, project management services, development management services, risk management services and ESG data collecting and reporting services.

CROMWELL PROPERTY GROUP'S EUROPEAN PRESENCE



14 offices providing on-the-ground local market knowledge and expertise



04 ABOUT CEREIF

(AS AT 31 MARCH 2023)

4.3. CEREIF'S ECONOMIC PERFORMANCE¹

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
 <p>SUSTAINABLE ECONOMIC VALUE CREATION</p>	<p>Ensure that CEREIF can continue to provide investors / Unitholders with stable and growing DPU and NAV per Unit in the long term, derived from a portfolio of sustainable assets</p>	<ul style="list-style-type: none"> ● Achieve 93.0% portfolio occupancy targets by the end of FY 2022 ✓ Achieved: 96% portfolio / 98.1% light industrial / logistics, 89.3% office ● Achieve operating cash flow within 90% of income ✓ Achieved: operating cash flow was again strong at €92.3 million, representing more than 95% of the distributable income and a 4.7% decrease y-o-y
 <p>BUSINESS MODEL INNOVATION</p>	<p>Continuously monitor the market and consider global and local trends in rapidly changing market conditions. Understand the risks and opportunities of these trends, in order to innovate and re-evaluate CEREIF's investment strategy and operating business model</p>	<ul style="list-style-type: none"> ● Increase exposure to light industrial / logistics sector to above 50% of the portfolio ✗ Not achieved: 46% of portfolio, largely due to the rise in interest rates and higher cost of capital

¹ The two material topics and corresponding targets under this section have been reclassified as part of CEREIF's business strategy and operations and, as such, the subject of the Manager's 'business-as-usual' course of financial and management reporting. They will therefore not fall under sustainability reporting from next year

4.4. SUSTAINABLE ECONOMIC VALUE CREATION

Full details on CEREIF's financial performance and operational performance for FY 2022 are available in the 2022 Annual Report.



€136.8 million

NPI

+5.1% y-o-y
(+23.9% light industrial / logistics
NPI y-o-y)



39.4%

GEARING

ample liquidity with ~€200 million
in cash and undrawn RCF



96.0%

OCCUPANCY²

+1.0 p.p. new record-high as
compared to 31 Dec 2021



17.189 Euro cents

DPU

+1.3% y-o-y



2.9-year

WADE

no material debt expiries till
4Q 2024



Strong at +5.7%

RENT REVERSION³

FY 2022 portfolio



€2.42 / unit

NAV

minor 1.6% decline in 2H 2022
valuations underpins portfolio
resilience



78% fixed / hedged

DEBT

reduces impact of increasing interest
rates



4.6-year

WALE

unchanged as compared
to a year ago

² Occupancy calculation excludes the hard refurbishment/development projects in Via Nervesa 21 (Italy), Via dell' Amba Aradam 5 (Italy) and Lovosice ONE Industrial Park I (The Czech Republic)

³ Across the entire portfolio; calculated as a percentage with the numerator being the new headline rent of all modified, renewed or new leases over the relevant period and denominator the last passing rent of the areas being subject to modified, renewed or new leases

04 ABOUT CEREIF

(AS AT 31 MARCH 2023)

4.5. BUSINESS MODEL INNOVATION

To ensure that CEREIF navigates rapidly-changing market conditions well, the Manager actively monitors global and local market trends and adapts its business model as necessary.

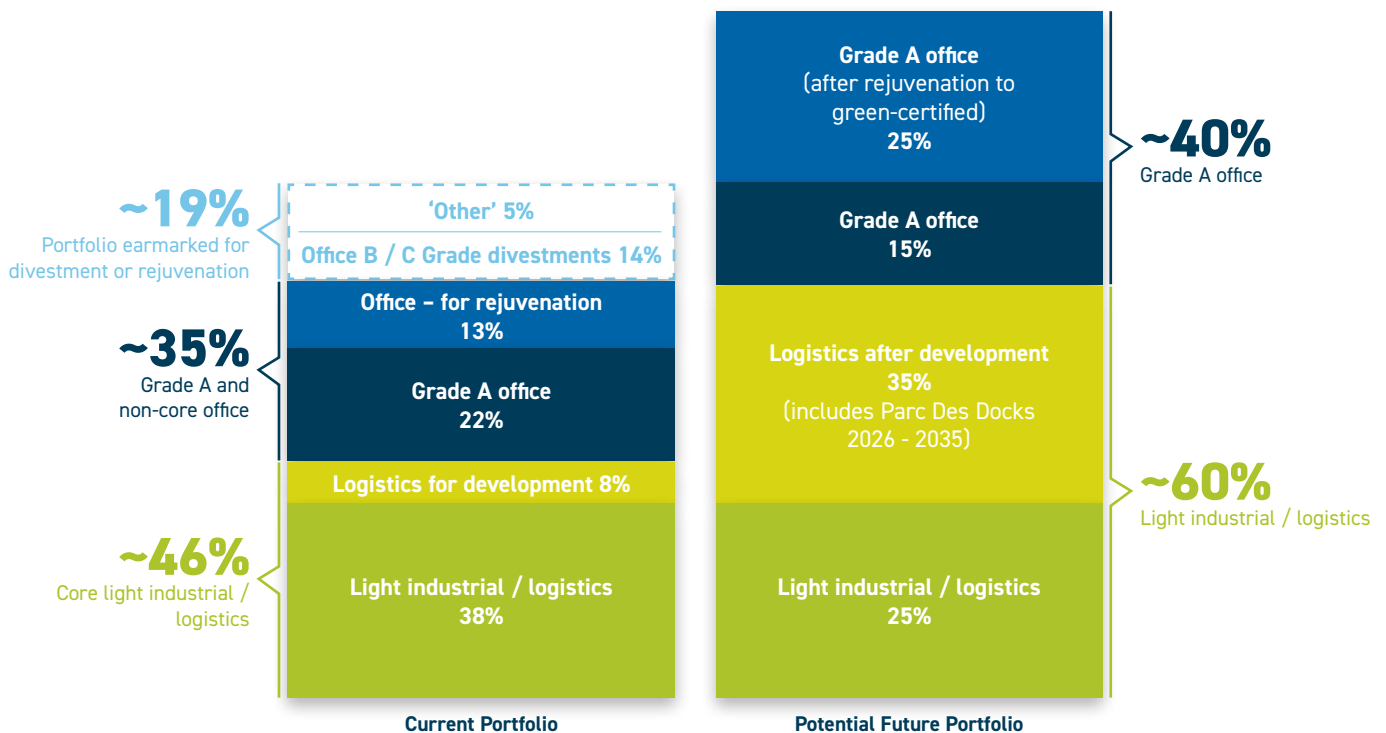
The onset of COVID-19 in early 2020 accelerated the demand for logistics space, with Europe's e-commerce penetration lagging the US and the rest of the world. At the same time, the onshoring of light industrial operations back to Europe accelerated "just-in-case" inventory systems, due to global trade disruptions and heightened geo political issues.

Observing these structural shifts at play in Europe, the Manager embarked on its well-publicised 'Pivot to Logistics' strategy for CEREIF, acquiring about €427 million worth of light industrial / logistics assets across Europe since 2020. Two years on, the strategy is bearing fruit. Light industrial / logistics sector accounted for 46% of the portfolio as at end-2022 (up from 34% two years ago), while the sector's NPI contribution increased to 47% in 4Q 2022 (up from 34% two years ago). With the intended sale

of selected office and other non-core assets, the Manager expects this weighting to logistics to continue to increase, even without further acquisitions.

As the pandemic fades into the background, a parallel flight-to quality Grade A office trend has emerged amongst office tenants. Companies are increasingly seeking sustainable office space to foster collaborative work and meaningful connections among employees, even amid hybrid work arrangements. Seeing first-hand the market's appetite for sustainable quality spaces, the Manager is committed to rejuvenating CEREIF's properties to satisfy this market demand. CEREIF's asset class mix puts it in an excellent position to monetise these trends.

Ultimately, the Manager envisions CEREIF's long-term portfolio to be of enhanced quality, future-proofed and relevant to tenant-customer space needs, with a 60:40 asset class split between logistics and Grade A office in gateway cities across Europe. More details of this strategy can be found on pages 8-10 (CEO interview) in the 2022 Annual Report.





05 ABOUT THE REPORT

5.1. REPORTING FRAMEWORK AND BOUNDARIES

SUSTAINABILITY THEME REPORTING BOUNDARY

Environment



CEREIT aligns the scope of reported energy consumption, carbon emissions, water consumption and waste management data to its GRESB Real Estate Assessment for consistency. GRESB Reporting is based on data for a full calendar year, which is submitted by the end June of the following calendar year. Consequently, energy consumption, carbon emissions, water consumption and waste management covered in this Sustainability Report is based on 113 properties that were under CEREIT's ownership as at the end of 2021 and were subject to submission for the GRESB 2021 Real Estate Assessment in June 2022. This set of data has been independently verified by third-party service provider Longevity Partners

Energy management: this report covers energy consumption for 91% of CEREIT's portfolio by GFA, or 100 out of 113 properties under CEREIT's assets that were subject to GRESB 2021 Real Estate Assessment in June 2022. Out of these 100 properties, CEREIT had operational control (defined as CEREIT being the contractual party for the procurement of energy) of 73 properties and no operational control of the remaining 27 properties

GHG Emissions: this report covers GHG Emissions Scope 1, 2 and 3 based on the energy consumption data for 100 properties. Out of 100 properties, 73 properties reported only GHG Scope 1 and 2 GHG emissions, 36 assets reported only Scope 3 GHG emissions and 8 properties reported Scope 1, 2 and 3 GHG emissions

Water consumption: this report covers water consumption for 74% of CEREIT's portfolio by GFA or 91 of the 113 properties under CEREIT's ownership that were subject to GRESB 2021 Real Estate Assessment in June 2022. Out of these 91 properties, CEREIT had operational control (defined as CEREIT being the contractual party for the procurement of water) of 68 properties and no operational control of the remaining 23 properties

Waste management: this report covers waste generation and disposal for 53% of CEREIT's portfolio by GFA or 50 of the 113 properties under CEREIT's full year ownership that were subject to GRESB 2021 Real Estate Assessment in June 2022. Out of these 50 properties, CEREIT had operational control (defined as CEREIT being the contractual party for the procurement of waste management) of 36 properties and no operational control of the remaining 14 properties

Biodiversity: Biodiversity has been identified as a new material topic in 2022, following the annual materiality assessment. The Manager is in the midst of collecting data for its reporting boundary. More information will be made available in subsequent reports

Data collection is more readily available for the properties for which CEREIT has operational control (defined as CEREIT being the contractual party for the procurement of energy, water and waste disposal services). For other properties, such as single-tenant properties or master-lease properties, tenant-customers typically procure energy, water and waste disposal services directly. For those properties, the Property Manager proactively aims, where possible, to obtain the consumption data from the tenant-customers in order to present a holistic view of the building performance. While additional participation and further disclosure of performance data for these properties is subject to tenant-customer's willingness to support CEREIT's reporting initiatives and close potential data gaps, the Manager and the Property Manager continue to work towards gaining access to data for its entire portfolio through the implementation of green leases. Therefore, reporting data on these assets is expected to vary from year to year

SUSTAINABILITY THEME REPORTING BOUNDARY

Social / Stakeholders



- ◆ Stakeholder engagement detailed in this Sustainability Report broadly covers:
 - External stakeholders: market participants, investment community, Unitholders, tenant-customers, regulators, media, business partners, service providers and the local community, amongst others
 - Internal stakeholders: the Manager's employees
- ◆ **Reporting metrics:** Performance, talent management and learning and development metrics detailed in this Sustainability Report cover only the Manager's employees and exclude employees of the Sponsor, of the Property Manager and of other joint operations, associates, or ventures
- ◆ Human resource in this Sustainability Report is referred to as people and culture (P&C) and training is referred to as learning and development (L&D), consistent with Sponsor practices

Governance



- ◆ **Regulatory Obligations:** CEREIT and the Manager materially adhere to all relevant laws and regulations including the applicable provisions of the Securities and Futures Act 2001, the Listing Manual of the SGX-ST, the Code on Collective Investment Schemes (including Property Funds Appendix), the Singapore Code on Take-overs and Mergers, the Trust Deed, the capital markets services license issued to the Manager by the MAS and any other applicable laws and legislations including tax ruling(s)
- ◆ **Corporate governance:** The Manager materially complies with the principles and provisions set out in the Code of Corporate Governance 2018. The code is adopted as CEREIT's benchmark for corporate governance policies and practices relating to trust and transparency and regulatory compliance. The Manager's detailed corporate governance statement can be found on pages 156 to 193 in the 2022 Annual Report
- ◆ **Policies:** The Manager operates as a wholly - owned subsidiary of Cromwell Property Group and materially abides by all applicable Group policies. Where those policies require local adaptation, the Manager has adapted those, as necessary. The Manager also closely monitors and keeps abreast of changes within the regulatory landscape and adapts its policies and procedures accordingly
- ◆ **Business continuity:** The Manager has adopted the Sponsor's business continuity approach and framework and is also further guided by the MAS Business Continuity Management guidelines
- ◆ **Cyber security and data governance:** The Manager operates within the information technology (IT) infrastructure of the Sponsor and has policies and processes in place to materially comply with applicable data and privacy laws and the MAS Technology Risk Management guidelines

05 ABOUT THE REPORT

5.2. REPORTING PRINCIPLES

The Sustainability Report has been prepared by CEREIT in accordance with the GRI Standards. GRI's reporting principles on defining report content and quality were fully

adopted in the materiality assessment and development of the report. They are summarised in the table below:

DEFINING REPORT CONTENT

Stakeholder Inclusiveness	In determining the material matters for reporting, the Manager has taken into consideration both internal and external stakeholders' perspectives. The approach is outlined in further detail on pages 23 and 24
Materiality	The materiality assessment process that determined the material topics to be monitored has considered CEREIT's economic, environmental and social impact in the context of the industry in which CEREIT operates and how these topics may influence / affect stakeholders. The process is outlined in further detail on page 18
Sustainability Context	As a Singapore-listed REIT with a pan-European portfolio, CEREIT's sustainability context is international. The Manager's approach to sustainability and reporting is developed in consideration of global benchmarks and reporting frameworks such as GRESB, Sustainalytics, MSCI ESG, FTSE ESG and SFDR, amongst others. Through this Sustainability Report, CEREIT discloses its performance and impacts for each material topic. CEREIT's performance is also benchmarked against its SGX-listed peers and its European peer group as defined by GRESB and EPRA sBPR reporting standards.
Completeness	<p>This Sustainability Report covers relevant financials, business activities and 113 properties that were part of CEREIT's portfolio as at the end of 2022</p> <p>The data on energy, carbon, water and waste covered in this Sustainability Report is based on 113 properties that were subject to submission for GRESB 2021 Real Estate Assessment in June 2022. For reporting boundaries of energy, water and waste data, see section 5.1. The report includes, where applicable, relevant material information that could influence stakeholder decisions</p>

DEFINING REPORT QUALITY

Balance	Significant effort is made for CEREIT's sustainability performance to be presented factually and with an unbiased and balanced view. Both negative and positive impacts and gaps and opportunities for improvement and enhancement are disclosed to the greatest extent possible with progress status and / or action plans
Comparability	The sustainability reporting framework adopted for this report is GRI, an internationally-recognised framework. Industry benchmarks are used where appropriate, including GRESB. Performance data disclosed is collected on a consistent best-effort basis and where possible, presented as year-on-year comparisons
Accuracy	CEREIT is committed to high standards in sustainability data management and reporting. All data in this Sustainability Report has been measured or is supported by relevant documents, records and business practices. Financial and operational performance is extracted from the 2022 Annual Report, where reported data has been subjected to a thorough review process to ensure its accuracy. In the case of the FY 2022 financial statements, these are verified and signed off by external auditors
Timeliness	This Sustainability Report complies with current regulatory requirements for the publication of non-financial information by SGX-ST no later than four months after the end of the financial year
Clarity	Technical jargon, if used, is explained on a best-effort basis. A non-exhaustive glossary of first mentions, definitions and abbreviations is included as part of the appendix of this Sustainability Report
Verifiability and external assurance	CEREIT is committed to high standards in sustainability data management and transparent reporting. The environmental performance data is independently verified by third-party assurer, Longevity Partners. The Manager will consider seeking external assurance for other sustainability indicators in subsequent years as reporting practices evolve and mature

For any questions on the Sustainability Report, contact Elena Arabadjieva, COO / Head of Investor Relations
ir@cromwell.com.sg

06 APPROACH TO SUSTAINABILITY

6.1 INTEGRATING ESG IN THE INVESTMENT PROCESS

The Manager is committed to acting responsibly and proactively to continuously improve CEREIT's sustainability performance and underpin its DPU and NAV growth in the long term.

Environmental due diligence has been an integral part of the assessment phase of the Manager's investment process since CEREIT's IPO, with enhanced criteria as regulation and market forces change. This ensures that the Manager and the Board have a good understanding of target assets' environmental risks prior to acquisition. This approach also allows the Manager to anticipate and develop action plans as needed to mitigate any potential environmental risks, which could in turn have a material impact on CEREIT's operational and financial performance.

In 2022, 100% of new investments were screened against environmental criteria such as contamination, flooding, indoor environmental quality and regulatory compliance. At entity level (as alternative investment fund manager of CEREIT), the Manager also provides separate disclosures under the SFDR in Europe on (1) the integration of sustainability risk into investment decision-making processes, (2) adverse sustainability impacts, or principal adverse impacts of, *inter alios*, the Manager's investment decisions and (3) how the Manager's remuneration arrangements are consistent with sound and effective risk management, including sustainability risk. The SFDR statement can be found on CEREIT's website.

ESG INTEGRATION WITHIN INVESTMENT PROCESS

Implementation of initiatives across the platform alongside continuous improvement



6.2 SUSTAINABILITY MANAGEMENT, FRAMEWORK AND GOVERNANCE

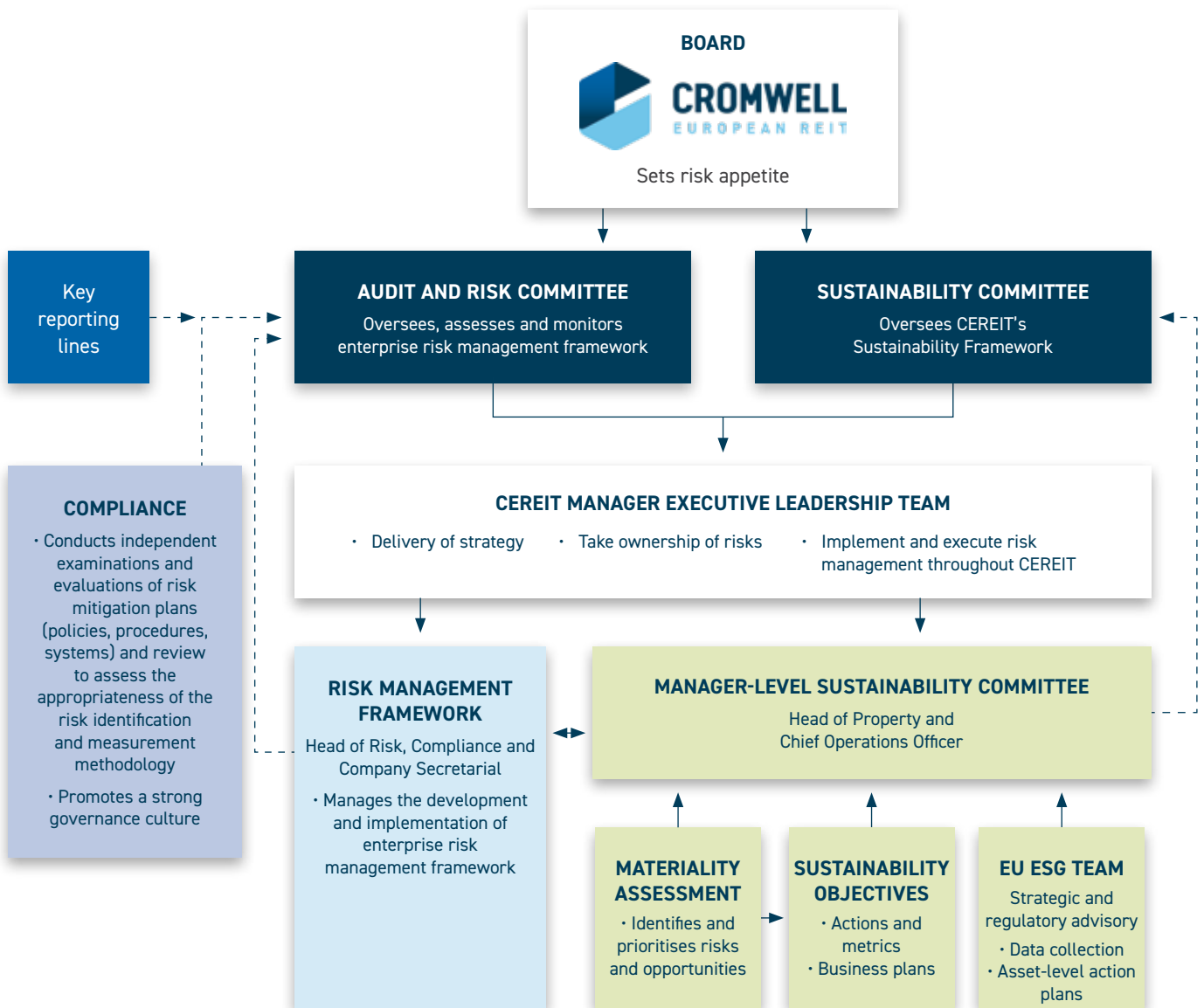
The Manager's sustainability framework is aligned with Cromwell's approach to sustainability, ensuring that CEREIT remains focused on improving performance through a structured, responsible and balanced pathway to sustained success. The sustainability framework aligns corporate values with sustainable business performance, enterprise risks and corporate strategy. This approach underpins the development of a resilient business. The framework continues to evolve, responding to emerging legislation and new challenges.

Under CEREIT's current sustainability framework, all material risks and opportunities are grouped under three main areas: Environment, Social / Stakeholders and Governance.

In addition to the Board-level Sustainability Committee, whose responsibilities are outlined in the Board Statement on page 2, the Manager of CEREIT also has a management level sustainability committee, which is co-led by the

Head of Property and the COO, both KMP. The committee comprises dedicated officers of the Manager and has been delegated specific responsibilities by the Board to guide the efforts of the Manager in identifying, setting and delivering the objectives and targets associated with material ESG topics. The effectiveness of CEREIT's processes in managing its ESG impacts is measured through CEREIT's ability to achieve its set targets. All KMP of the Manager are also evaluated on specific KPIs that are tied to CEREIT's ESG targets and compensation-linked, providing further motivation and commitment. The Manager is well-supported by Cromwell's four-member ESG team in Europe and dedicated ESG champions in each country's asset management teams.

In 2020, the Manager also set up a 'Net Zero' task force together with the Property Manager, to drive greater progress in setting specific emission reduction initiatives and targets across CEREIT's portfolio and for all properties.



06 APPROACH TO SUSTAINABILITY

6.3 MATERIALITY REVIEW

The Manager conducts a materiality review to identify and prioritise the most relevant ESG issues against an evolving landscape. The review considers the impact that each issue has on CEREIT and its stakeholders.

In 2022, Cromwell conducted stakeholder feedback review to determine the most important topics material to its long-term value. Similarly, the Manager conducted a materiality review for CEREIT, facilitated by an independent advisor EY, which comprised desktop reviews, alignment with Cromwell's material topics, consolidation and prioritisation of topics, validation and reporting. Three new material topics were introduced – waste reduction, water management and biodiversity. Two topics, namely sustainable economic value creation and business model innovation, were reclassified as integral parts of CEREIT's business strategy and operations. These topics are included in the Manager's standard financial

and management reporting and are no longer part of sustainability reporting. In total, 15 material topics have thus been used to form sustainability objectives, prepare relevant plans and set targets. The material topics were verified by the independent advisor and were approved by the Board to ensure its relevance to CEREIT and its stakeholders.

This Sustainability Report is a direct response to material topics identified through the review process. Recognising that sustainability is a shared responsibility that also requires alignment to international goals, the Manager further evaluated the materiality topics and targets in the context of relevant UN SDGs. The SDGs have served as an additional guide for the Manager to look beyond its own operations and consider other progressive strategies and initiatives that contribute towards addressing international sustainability goals.

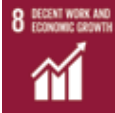





6.4 MATERIAL TOPICS AND ESG FRAMEWORK

ESG VISION	<ul style="list-style-type: none"> Deliver a resilient future for our investors, tenant-customers, community and planet Manage opportunity and risk by integrating ESG considerations in our decisions Empower our people
PURPOSE	Deliver stable and growing DPU and NAV per Unit in the long term, derived from a portfolio of sustainable assets


ENVIRONMENT	SOCIAL / STAKEHOLDERS	GOVERNANCE
<p>COMMITMENTS</p> <ul style="list-style-type: none"> Deliver quality, resilient and rejuvenated portfolio that generates sustainable value and meets stakeholders' expectations <hr/> <p>MATERIAL TOPICS</p> <ol style="list-style-type: none"> Quality of assets Climate change - direct impacts Improving energy intensity and reducing carbon footprint New: Waste reduction New: Water management New: Biodiversity <hr/> <p>ENABLERS: Technology and innovation</p> <hr/> <p>VALUES: Accountable</p>	<p>COMMITMENTS</p> <ul style="list-style-type: none"> Connect meaningfully and contribute positively to the communities we operate in Create a culture of authenticity and creativity Build capability and diversity Nurture well-being <hr/> <p>MATERIAL TOPICS</p> <ol style="list-style-type: none"> Tenant-customer satisfaction Strong partnerships Talent attraction, retention and career development Diverse and inclusive workforce Keeping people and communities safe <hr/> <p>ENABLERS: Culture</p> <hr/> <p>VALUES: Progressive</p>	<p>COMMITMENTS</p> <ul style="list-style-type: none"> Develop and maintain a culture of continuous improvement, accountability and transparency, ethical conduct and good governance, supported by robust systems and processes <hr/> <p>MATERIAL TOPICS</p> <ol style="list-style-type: none"> Regulatory compliance Anti-corruption Trust, transparency and governance Cyber-readiness and data governance <hr/> <p>ENABLERS: Partnerships</p> <hr/> <p>VALUES: Collaborative</p>

6.5 KEY ESG RISKS AND OPPORTUNITIES

MATERIAL TOPICS, RISKS, KEY MITIGATING ACTIONS AND CORRESPONDING SDGS


MATERIAL TOPICS	RISKS	KEY MITIGATING ACTIONS	SDGs CONTRIBUTION
Quality of assets	<ul style="list-style-type: none"> Deployment of capital into investments which are loss-making or have sub-optimal returns 	<ul style="list-style-type: none"> Follow an established process for evaluating investment and divestment decisions to ensure that they meet CEREIT's strategic intent, investment objectives and returns 	  
	<ul style="list-style-type: none"> Inadequate processes to identify suitable divestment opportunities 	<ul style="list-style-type: none"> Apply a 13-risk factor matrix across three broad categories that provides a framework to assess existing properties, proposed investments and potential divestments aligned with CEREIT's strategy, financial viability, country-specific political and regulatory developments and contractual risk implications Conduct rigorous due diligence reviews on all investment and divestment proposals (including engaging third-party consultants with the requisite expertise as required) Incorporate environmental due diligence into the assessment phase of the investment process 	
Climate change - direct impact	<ul style="list-style-type: none"> Physical risks such as rising sea levels, violent storms, long intense heat waves, flash floods and freshwater depletion 	<ul style="list-style-type: none"> The Manager has completed a climate risk study for all buildings in CEREIT's portfolio, and has reviewed and enhanced insurance coverage for identified physical climate-related risks, ensuring that the portfolio is insured against climate events 	  
Improving energy intensity and reducing carbon footprint	<ul style="list-style-type: none"> Transitional risks including increased and more stringent regulations and increased expectations from stakeholders 	<ul style="list-style-type: none"> Deepki provides a forward-looking physical climate assessment of the whole CEREIT portfolio Identify, assess and manage material sustainability risks as part of the due diligence of the investment process with specific action plans to mitigate and potentially eliminate environmental risks that are identified Aim to minimise environmental impact by deploying renewable and low-carbon intensive energy where possible and upgrading energy-intensive equipment through ongoing asset enhancement initiatives Conducting energy audits and investing in energy reduction programmes Connecting to renewable energy sources Improve data collection from smart meters, utility companies, property managers, and tenants, so as to identify consumption trends and highlight any anomalies. 	

06 APPROACH TO SUSTAINABILITY

MATERIAL TOPICS	RISKS	KEY MITIGATING ACTIONS	SDGs CONTRIBUTION
Water management ^{NEW}	<ul style="list-style-type: none"> ● Risk of regulatory non-compliance with local water regulations ● Property damage ● Decreased valuation of property ● Reputational risks, affecting tenant demand ● Increased operational costs ● Risks of water availability, posed by climate change and accompanying weather events 	<ul style="list-style-type: none"> ● Monitoring and analysing water consumption through water meters ● Identify opportunities for reusing of water, hence reducing water consumption 	 
Waste reduction ^{NEW}	<ul style="list-style-type: none"> ● Risk of regulatory non-compliance with local waste regulations ● Property damage and pollution ● Decreased valuation of property ● Reputational risks, affecting tenant demand ● Health and safety risks to stakeholders, such as tenants and employees 	<ul style="list-style-type: none"> ● Identifying and evaluating best practices of waste management across properties, to be shared across different assets 	
Biodiversity ^{NEW}	<ul style="list-style-type: none"> ● Risk of regulatory non-compliance with regards to biodiversity preservation ● Reputational risks, affecting tenant demand 	<ul style="list-style-type: none"> ● Formalised ESG policy with a commitment to biodiversity ● Identify, protect, and improve biodiversity status of owned/managed real estates ● Included biodiversity KPIs in acquisition due diligence process ● Exploring ways to enhance biodiversity 	 

MATERIAL TOPICS	RISKS	KEY MITIGATING ACTIONS	SDGs CONTRIBUTION
<p>Strong Partnerships</p> <p>Tenant- customer satisfaction</p>	<ul style="list-style-type: none"> Insufficient stakeholder engagement, resulting in the Manager's lack of understanding and awareness of stakeholder concerns and needs 	<ul style="list-style-type: none"> Regularly communicate with regulators and governing bodies (as appropriate, depending on nature of engagement) The Manager is guided by the Code of Corporate Governance 2018 and strives to maintain the highest standards of corporate governance Provide timely and relevant updates to the market as necessary, especially important in the context of the global COVID-19 outbreak Maintain proactive investment and media community outreach Participate actively in relevant industry associations Enhance existing community partnerships Conduct annual tenant engagement survey and develop and implement adequate action plans to address feedback 	 
<p>Talent attraction, retention and career development</p> <p>Keeping our people and communities safe</p> <p>Create and embrace a diverse and inclusive workforce</p>	<ul style="list-style-type: none"> Inability to manage human capital needs and human resources-related costs appropriately in relation to business environment 	<ul style="list-style-type: none"> Maintain robust training and development programme Increase the frequency of 1:1 sessions between managers and employees and focus on mentoring and coaching Prioritise employee health and safety Maintain appropriate level of D&I training (beyond compliance requirements) Maintain an effective business continuity and crisis management plan Maintain zero notifiable and avoidable incidents of non-compliance of workplace health and safety systems at Manager's own premises (including non-employees and contractors) 	  

06 APPROACH TO SUSTAINABILITY

MATERIAL TOPICS	RISKS	KEY MITIGATING ACTIONS	SDGs CONTRIBUTION
Regulatory compliance Anti-corruption Trust, transparency and governance	<ul style="list-style-type: none"> Exposure to events such as political leadership uncertainty, inconsistent public policies and social unrest Changes in property-related regulations and other events Breaches of laws and regulations may lead to hefty penalties / fines and negative publicity Any forms of fraud, bribery and corruption that could be perpetuated by employees, third parties or collusion between employees and third parties Exposure to sudden and major disaster events such as terrorist attacks, Pandemics, fires, prolonged power outages or other major infrastructure or equipment failures could cause business interruption which may significantly disrupt operations at the properties 	<ul style="list-style-type: none"> Monitor developments in laws and regulations of countries where CEREIT and the Manager operate Implement appropriate strategies to mitigate impact Ensure that overseas operations are managed by experienced on-the-ground teams familiar with local conditions and culture Regularly communicate with regulators and governing bodies (as appropriate, depending on nature of engagement) Maintain a zero-tolerance approach towards fraud, corruption, bribery and unethical practices across the business Ensure operational resilience with robust BCP that seeks to equip the Manager and the Property Manager with the capability to respond effectively to business disruptions and to safeguard critical business functions from major risks Maintain processes and procedures that seek to ensure that the buildings operate efficiently and are well-equipped 	
Cyber-readiness and data governance	<ul style="list-style-type: none"> Rapid business digitalisation exposes the business to information technology-related threats which may result in compromising the confidentiality, integrity and availability of CEREIT's information assets and / or systems and may have significant negative impact on customer experience, financials and / or regulatory compliance 	<ul style="list-style-type: none"> Operate within the Group's IT infrastructure that leverages cyber security systems which are maintained as guided by the ISO27001 information security management systems certification Ensure that data handling practices are aligned to relevant and prevailing data protection regulations Maintain disaster recovery plans in place to ensure timely recoverability of business-critical IT systems 	

6.6 APPROACH TO STAKEHOLDER ENGAGEMENT

The Manager has identified relevant internal and external stakeholders by examining its business activities, value-chain, and business and community relations. The Manager firmly believes that anticipating, understanding and responding to stakeholder needs is key to CEREIF's long-term success. The Manager is proactive in engaging with various stakeholder groups through regular two-way

communication. Ensuring regular stakeholder feedback informs the development of relevant sustainability initiatives and resource allocation, which in turns seek to ensure meaningful engagement with stakeholders. The approach towards stakeholder engagement for each key group and corresponding actions is detailed in the table below.

KEY STAKEHOLDER TYPES	KEY STAKEHOLDER GROUPS	INTERESTS AND AREAS OF FOCUS	THE MANAGER'S COMMITMENTS	KEY ENGAGEMENT MODE AND FREQUENCY
Internal	Employees of the Manager	<ul style="list-style-type: none"> Fair and equal employment opportunities Continued learning Career progression Safe and healthy working environment D&I 	<ul style="list-style-type: none"> Employee engagement and performance reviews Training and development opportunities Commitment to set D&I 	<ul style="list-style-type: none"> Annual performance reviews Continued learning and development opportunities Participation in Group D&I initiatives
Value Chain	Suppliers	<ul style="list-style-type: none"> The Manager's and the Property Manager's approach to supplier engagement and value chain management are addressed on a Group level 	<ul style="list-style-type: none"> The Group Supplier Code of Conduct that the Manager abides by sets out expectations for suppliers to comply with relevant laws including but not limited to those governing consumer protection, environment, anti-competition, human rights, modern slavery and health, safety and welfare laws 	<ul style="list-style-type: none"> Group service providers assessed to have higher risks or engaged on significant projects are generally required to sign the Group Supplier Code of Conduct and fill out a vendor application form
Customers	Investment community (retail Unitholders and institutional investors)	<ul style="list-style-type: none"> Stable and growing DPU and NAV per Unit over the long term Sustainable business operations and portfolio performance Responsible asset and capital management 	<ul style="list-style-type: none"> Keep all Unitholders and other stakeholders regularly informed about CEREIF's financial results and operating performance and inform the market immediately upon any change in its business that could materially affect the price or value of Units 	<ul style="list-style-type: none"> General unitholder meetings (AGMs, EGMs) Regular and timely SGX-ST announcements, half-yearly results and quarterly business update presentations, investor presentations and media releases, all also uploaded on the investor relations section of CEREIF's website Ongoing investment community engagement Analyst and media briefings

06 APPROACH TO SUSTAINABILITY

KEY STAKEHOLDER TYPES	KEY STAKEHOLDER GROUPS	INTERESTS AND AREAS OF FOCUS	THE MANAGER'S COMMITMENTS	KEY ENGAGEMENT MODE AND FREQUENCY
Customers	Tenant-customers	<ul style="list-style-type: none"> Maintenance of assets Improving sustainability of assets Value for money in terms of rent High occupier satisfaction Safety and well-being 	<ul style="list-style-type: none"> Ongoing responsible upkeep of buildings Regular communication and engagement with tenant-customers Engagement with tenant-customers on sustainability-related matters 	<ul style="list-style-type: none"> Annual tenant engagement survey
External	Media	<ul style="list-style-type: none"> Relevant media angles for readers of any story that covers CEREIT 	<ul style="list-style-type: none"> Fair and balanced communication to the general public, consistent with relevant ongoing disclosures provided regularly to all Unitholders and other stakeholders 	<ul style="list-style-type: none"> Topical media releases and media briefings, media interviews and thought leadership pieces
	Industry, government bodies and agencies	<ul style="list-style-type: none"> Compliance with applicable laws, rules and regulatory requirements in all countries of operations Ongoing participation in industry associations 	<ul style="list-style-type: none"> Stay updated on regulatory requirements Establish robust risk management framework Active membership in industry associations 	<ul style="list-style-type: none"> Regular communication with regulators and governing bodies (as appropriate, depending on nature of engagement) Ongoing monitoring of changes within the regulatory landscape
	Community	<ul style="list-style-type: none"> Positive impact and contribution to the communities where CEREIT operates in 	<ul style="list-style-type: none"> Philanthropic programme and activities 	<ul style="list-style-type: none"> Ongoing monetary and in-kind donations

07 INDUSTRY BENCHMARK GRESB REAL ESTATE ASSESSMENT

Global investors increasingly expect detailed disclosures on ESG performance that offer comparable and transparent data. The Manager has chosen GRESB as the most relevant framework to align with. GRESB is an investor-driven global ESG benchmark and reporting framework for listed property companies, private property funds, developers and investors that invest directly in real estate. Participation in GRESB's 2022 assessment has grown around 20% amid accelerating investor demand for ESG data, covering more than 1,820 portfolios worth more than US\$6.9 trillion of assets under management combined¹. The Manager has reported CEREIF's performance under GRESB for five consecutive years, starting with its first full year of operations in 2018.

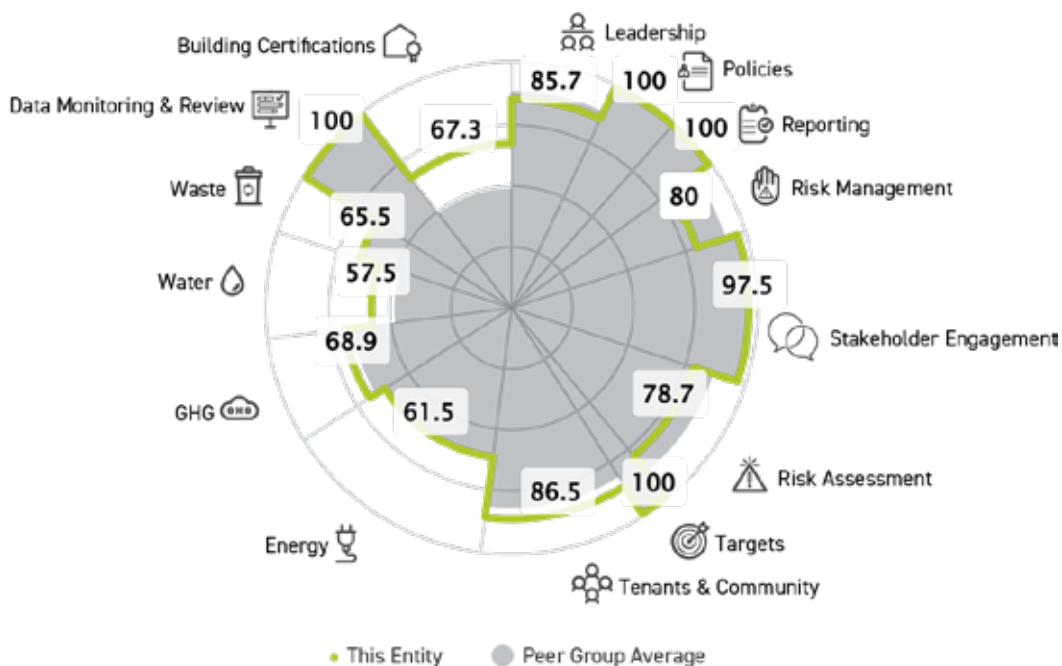
The Manager is pleased to report that CEREIF's performance in the 2022 GRESB Real Estate Assessment (for 2021) further improved to 79 points, achieving a three-point increase in overall score as compared to the previous year. The Manager is pleased with the relative outperformance of CEREIF against its peers. Since its inaugural submission, CEREIF has made noteworthy progress in its sustainability endeavours and is now ranked 2nd within its 'Diversified - Office / Industrial

(Europe)' immediate peer group, well above the peer average.

The 2022 GRESB Real Estate Assessment included separate Management and Performance scores, each with specific components and criteria. For the Management indicators, CEREIF scored perfect marks for policies and reporting indicators, which also included the policies on ESG issues and reporting. In terms of Performance score, CEREIF achieved 100% in 'Targets' and 'Data Monitoring and Review' indicators. Additionally, CEREIF also scored above its peer group average for the 'Tenants & Community' at 86.5, 'Building Certifications' at 67.3, and 'GHG' at 68.9. CEREIF maintained an A-rating for GRESB's public disclosure assessment, which separately assesses participants for their performance on material ESG disclosures. By comparison, both the global GRESB participants in the 2022 assessment and CEREIF's listed Singapore peers obtained an average of 'B'.

The Manager continues to work closely with the Property Manager to identify areas for further improvement in the coming year with the aim to further improve CEREIF's GRESB score.

CEREIF OUTPERFORMED PEERS IN 11 OUT OF 14 GRESB ASPECTS (UP FROM EIGHT IN 2021)



1 2022 Real Estate Assessment Results, GRESB website

08 ENVIRONMENT

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
<p>QUALITY OF ASSETS</p> 	<p>Enhance and transform CEREIT's assets to provide healthy, safe and efficient facilities and infrastructure for its tenant-customers and to continue to improve the assets' overall environment sustainability</p>	<ol style="list-style-type: none"> 1 Obtain 32 BREEAM/LEED in total  Partially achieved – 31 in total 2 Improve GRESB score from 76 points to at least 78 points  Achieved – 79 score 3 Incorporate building certification strategy metrics into asset management program  Achieved
<p>CLIMATE CHANGE – DIRECT IMPACTS</p> 	<p>Mitigate the physical impacts of climate changes, including severe weather events, rising sea levels and shifting temperature zones which will have an increasing impact across CEREIT's portfolio</p>	<ol style="list-style-type: none"> 1 Conduct annual assessment of portfolio physical risks  Achieved
<p>IMPROVING ENERGY INTENSITY AND REDUCING CARBON FOOTPRINT</p> 	<p>Manage energy intensity and overall carbon footprint of CEREIT's assets through smart design, best practices in renovation, investments in operational improvement initiatives and increasingly harnessing renewable sources of energy</p>	<ol style="list-style-type: none"> 1 Complete setup of Deepki Ready, a central online hub to collect consumption data such as energy, water, waste, emissions  Partially achieved - all 10 countries are connected to Deepki but upload of landlord consumption data will continue until end 2Q 2023. Ongoing process to further increase number of connected smart metres and tenants' consumption data 2 Complete independent energy assessments on an asset level where appropriate across the portfolio  Partially achieved - done for four countries and suppliers selected for another five. Deadline postponed to end of June 2023

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
 <p>WATER MANAGEMENT NEW</p>	<p>Ensure sustainable water usage through reduction, conservation, and utilisation of data-driven technologies that gather and analyse trends in water consumption and leakage</p>	<p>Not applicable as this is a new material topic for CEREIT in FY 2022. However, in 2021 a test was done a sample of assets in one country to install a new water efficiency service works to improve water management. Targets are set for 2023 and can be found at the end of this section</p>
 <p>WASTE REDUCTION NEW</p>	<p>Minimisation, reuse and recycling</p>	<p>Not applicable as this is a new material topic for CEREIT in 2022. Targets are set for 2023 and can be found at the end of this section</p>
 <p>BIODIVERSITY NEW</p>	<p>Protect and safeguard natural resources and habitats across CEREIT's assets and operations to mitigate the loss of biodiversity and protect natural capital, while also minimising the actual or potential impacts of its assets on biodiversity</p>	<p>Not applicable as this is a new material topic for CEREIT in 2022. Targets are set for FY2023 and can be found at the end of this section</p>

08 ENVIRONMENT

8.1. QUALITY OF ASSETS

As a validation of the quality of CEREIF's assets, 26% of portfolio covering 489,214 sqm of space by NLA was leased or re-leased in 2022 with an average +5.7% increase in rent reversion. Tenant-customer retention rate for FY 2022 was at 64.3%. This contributed to a record-high 96% as at end December 2022 portfolio occupancy. More details on this can be found on pages 42 from 45 in the 2022 Annual Report - "Manager's Report - Lease Management" section.

The Manager regularly evaluates existing assets for potential enhancement or redevelopment opportunities to improve on quality and add value to income streams, while also considering a wide range of ESG factors. Improving assets quality furthers CEREIF's aspirations to reduce environmental impact from its business operations through the use of sustainable materials or the installation of energy-efficient features. With a focus on assets' overall environmental sustainability, the Manager strives to provide healthy, safe and efficient facilities and infrastructure for its tenant-customers, thus enhancing

occupant experience. Tenant-customer engagement, satisfaction and retention remain key focus for the asset management team.

The management team stays updated on emerging technological trends via active participation in key industry associations. As an example, CEREIF's Head of Property is Chairman of EPRA's PropTech committee and a member of the advisory board of smart building PropTech company Spaceti.com.

In 2022, the Manager also made good progress on CEREIF's €250 million development and asset enhancement initiatives medium-term pipeline. Some projects have either begun construction in 2022 or are currently in advanced planning and approval stages. Further details on 2023 asset management and enhancement initiatives plans can be found on pages 47 to 49 in the 2022 Annual Report - "Manager's Report" section. Some highlights below and on the following page.



€32 million redevelopment into a 10,000 sqm 'LEED Platinum' and 'WELL Gold' certified Grade A office space

- Construction works are well-advanced
- Refurbishment scope includes replacement of the façade, new mechanical & electrical installation, improved entry and extensive landscaped amenity, creation of roof terraces as well as overall increase of lettable area total through construction of external panoramic lifts
- 20% additional GFA granted for no charge due to sustainability building specifications
- Ready for occupation in 1Q 2024
- Pre-leasing commitment by a global media company for 44% of the lettable area a year ahead of completion



Lovosice ONE Industrial Park I and II, Czech Republic

€15 million development of ~15,000 sqm (in Phase I) new Grade A+ logistics space with targeted BREEAM 'Very Good' Certification

- The existing 2,611 sqm building has already been repurposed for logistics use and received operating permits, tenant-customer moved into the refurbished building in January 2023
- Construction of five new warehouse units spanning a total lettable area of 14,679 sqm is expected to complete in June 2023, with facade and roof structure construction already completed
- 40% of the total lettable area or two of the five units have already been pre-leased; advanced negotiations for the remaining three units (around 9,000 sqm)



Nove Mesto ONE, Slovakia

€13 million development of 15,800 sqm warehouse and office space at Nove Mesto ONE Industrial Park I / III

- Construction works are progressing on site
- 25% pre-leased to an existing tenant-customer

08 ENVIRONMENT

BUILDING CERTIFICATIONS AND ENERGY PERFORMANCE CERTIFICATES (EPC)

The Manager utilises energy performance certificates (EPCs) as a rating scheme to measure the energy efficiency of CEREIF's assets. In the European Union, EPCs are regulated by the European Directive (EED). EPCs rank the building's energy performance from best (A) to least efficient (G) in most countries, although there are differences in calculation methodology from one country to another and some countries do not use the letter rating scheme. According to EED, it is mandatory for EPCs to be issued to all buildings upon construction completion, prior to leasing or sale. Additionally, EED stipulates the establishment of mandatory inspection schemes for heating and air conditioning systems.

100% of CEREIF's assets have attained EPCs since 2019, with all Dutch office assets meeting a minimum of C rating to comply with the local regulations.

In terms of globally-recognised green building certifications, the Manager relies predominantly on BREEAM and LEED for CEREIF's assets and is focused on further upgrading the existing green building certifications (e.g. from BREEAM Very Good to BREEAM Excellent).

As at 31 December 2022, CEREIF held a total of 31 certifications (30 BREEAM, up from 28 in FY 2021 and one LEED). Out of these, 24 are "Very Good or better" or "Gold or better". Although CEREIF fell short of one certificate to reach its 2022 target of 32 certificates due to the reviewing authorities' extended review and approval processes, it remains on track to achieve 35 green building certifications (BREEAM and LEED) by the end of 2025. Notably, the Manager has also obtained "WELL" certifications for two of its Dutch assets, and is targeting to certify more in the future such as for the Nervesa 21 ongoing redevelopment in Milan.

Around 77% of CEREIF's office portfolio (by asset value) has been 'green' certified, with a target to further increase the proportion of green-certified buildings within CEREIF's office portfolio to ~90% by 2025.



PROPERTY NAME	COUNTRY	USE	CERTIFICATION	RATING	NUMBER OF CERTIFICATES
An der Wasserschluft 7	Germany	Light industrial / Logistics	BREEAM	Good	1
Haagse Poort	The Netherlands	Office	BREEAM	Very Good	1
Blaak 40	The Netherlands	Office	BREEAM	Good	1
Central Plaza	The Netherlands	Office	BREEAM	Very Good	1
Koningskade 30	The Netherlands	Office	BREEAM	Excellent	1
Moeder Teresalaan 100 / 200	The Netherlands	Office	BREEAM	Very Good	1
Bastion	The Netherlands	Office	BREEAM	Very Good	1
Piazza Affari 2	Italy	Office	BREEAM	Very Good	1
Via Pianciani 26	Italy	Office	BREEAM	Very Good	1
Lénine	France	Office	BREEAM	Good	1
Paryseine	France	Office	BREEAM	Good	1
Paryseine	France	Light Industrial / logistics	BREEAM	Good	1
Cap Mermoz	France	Office	BREEAM	Excellent	1
Pakkalankuja 7	Finland	Office	BREEAM	Excellent	1
Riverside Park	Poland	Office	BREEAM	Very Good	2
Grójecka 5	Poland	Office	BREEAM	Platinum	1
Arkońska Business Park	Poland	Office	BREEAM	Excellent	2
Avatar	Poland	Office	BREEAM	Very Good	1
Green Office	Poland	Office	BREEAM	Very Good	3
Business Garden	Poland	Office	LEED	Very Good	1
ONE – Hradec Králové	Czech Republic	Light Industrial / logistics	BREEAM	Very Good	1
Plaza Allegro	Finland	Office	BREEAM	Very Good	1
Plaza Forte	Finland	Office	BREEAM	Very Good	1
Plaza Vivace	Finland	Office	BREEAM	Good	1
Moravia Industrial Park	Czech Republic	Light Industrial / logistics	BREEAM	Very Good	1
Kosice Industrial Park	Slovakia	Light Industrial / logistics	BREEAM	Good	1
Zilina Industrial Park	Slovakia	Light Industrial / logistics	BREEAM	Very Good	1

08 ENVIRONMENT

ENVIRONMENTAL MANAGEMENT

The Manager and the Property Manager are committed to minimising the environmental impact on CEREIT's assets and adopting leading practices in its operations. These practices include proper identification of environmental risks and their integration into the ERM framework, enhancing collection of reliable and accurate performance data and adopting meaningful global benchmarks. All these efforts allow CEREIT to identify areas for further improvements and manage costs and environmental impact efficiently.

The Manager has a formal ESG policy which reiterates its commitments to a wide range of environmental issues ranging from the prevention of pollution, minimising impact to biodiversity, climate change adaptation, energy consumption including increasing renewable energy into the existing energy mix and water and waste management, amongst others. The policy is publicly available on CEREIT's website.

ENVIRONMENT MANAGEMENT SYSTEM (EMS)

Since 2019, Cromwell has certified its Australian portfolio to ISO14001, an international standard on Environmental

Management Systems. While Cromwell's European operations have not been certified to this standard, an in-house EMS is already in place, covering CEREIT's property operations as well. The EMS facilitates the enhancement of environmental performance and supports continuous improvement, disclosure and engagement with respective stakeholders.

ENVIRONMENTAL MANAGEMENT AUDITS

The Manager conducted initial environmental audits of CEREIT's portfolio in 2018 and 2019 and all findings identified through these audits have been resolved. The Manager has since put in place Environmental Risk Management (EM) programme with Nova Ambiente, designed to identify environmental risks such as potential building contaminants, operational and non-compliance issues during ownership, including tenant-customers' premises' inspections. The EM programme also facilitates active risk management and improves environmental awareness by sharing findings with asset managers, property managers and tenant-customers and informs the implementation of improvement measures.

Starting from 2023, this programme will be conducted over a three-year period, during which 52 CEREIT assets in seven countries will be monitored on a rolling basis.

OCCUPATIONAL HEALTH AND SAFETY

As part of its ongoing commitment to increase and maintain the health & safety of employees, tenant-customers and visitors, the Property Manager coordinates and oversees building health & safety protocols in accordance with local legislation in all buildings for which CEREIT has operational control. Specific requirements are also instituted within buildings to ensure ongoing practices remain aligned with certification requirements. Specialist third-party technical property managers undertake responsibilities for protocols such as regular fire alarm testing, certification of technical installations, health & safety inspections of tenanted areas, water and air quality testing, etc. These risks are also identified as part of the EM programme, with remediation plan where applicable. As mentioned earlier, the Manager is also looking to obtain WELL certifications for more of its assets.

More information on occupational health and safety can be found within the Social / Stakeholders section.







8.2. CLIMATE CHANGE – DIRECT IMPACTS

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

In response to the enhanced climate reporting requirements introduced by SGX-ST in December 2021, the

Manager has adopted TCFD recommendations since 2021 with a three-year roadmap to enhance the climate risk management process and at the same time, improve the quality of climate reporting.

CEREIT'S THREE-YEAR ROAD MAP FOR TCFD DISCLOSURE RECOMMENDATIONS

	2022 REPORT (YEAR 1)	2023 REPORT (YEAR 2)	2024 REPORT (YEAR 3)
GOVERNANCE 	<ul style="list-style-type: none"> Described management roles, processes, and responsibilities in identifying, reporting, and monitoring climate-related risks and opportunities (already disclosed in prior year) 	<ul style="list-style-type: none"> Present and adopt specific asset-level plans for climate risk assessment 	<ul style="list-style-type: none"> Continue to monitor and report Management performance against KPIs that are linked to remuneration
STRATEGY 	<ul style="list-style-type: none"> Described material physical and transition risks over the short, medium, and long term (already disclosed in prior year) Disclosed qualitatively the impact of climate-related risks and opportunities for CEREIT portfolio (already disclosed in prior year but for FY 2022 adding one scenario) Announced Net Zero operational carbon emissions target by 2040 in 2021; in 2022 added disclosures on energy audits and more detailed description of climate adaptation strategy for the French portfolio, etc. 	<ul style="list-style-type: none"> Disclose the range of financial impact for material risks and articulate the strategy response (subject to the status of Deepki implementation and the outcome of Energy audits) Provide more details on climate adaptation strategy for other parts of the portfolio, including business continuity plans 	<ul style="list-style-type: none"> Perform full financial modelling to assess the impact of all risks on business performance Provide more details e.g., key milestones and levers to be used for climate adaptation and decarbonisation (net zero). Discuss the resilience of strategies under different climate scenarios
RISK MANAGEMENT 	<ul style="list-style-type: none"> Described processes for managing and prioritising climate-related risks (already disclosed in prior year) Described processes aimed at integration of climate risks and controls into ERM framework (already disclosed in prior year) 	<ul style="list-style-type: none"> Perform a residual risk analysis based on energy audit results and mitigation plan at building level 	<ul style="list-style-type: none"> Review risks within wider risk management framework Refresh risk register
METRICS 	<ul style="list-style-type: none"> Put plans are in place to define and publish a set of property-level reduction targets once onboarding of Deepki is fully completed. Deepki's methodology is aligned with the TCFD and SFDR recommendations and is similar to SBTi Scope 1, Scope 2 and Scope 3 (tenant data) 	<ul style="list-style-type: none"> Evaluate and incorporate new relevant metrics and targets for both transitional and physical risks 	<ul style="list-style-type: none"> Continue reporting of performance against all metrics that have been defined out in previous years for monitoring risks, both physical and transitional

08 ENVIRONMENT

The implementation and onboarding of Deepki, an integrated environmental data management and climate risk assessment tool, is a key initiative that assists the Manager and the Property Manager in their climate risk management efforts. CEREIT has already conducted its first climate scenario analysis for physical and transition risks for the entire portfolio through Deepki and qualitatively assessed the potential financial impact on the operations.

The Property Manager is scheduled to complete Deepki's roll out for all of CEREIT's assets by mid 2023 and the Manager and the Property Manager then plan to conduct detailed analysis at asset level that will inform CEREIT's climate adaptation strategic responses and emissions reductions targets. As the climate scenario analysis practice matures, the Manager aims to potentially quantify CEREIT's financial impact in the future.

PRECAUTIONARY PRINCIPLE

Aligned with the Sponsor's climate change strategy, the Manager acknowledges UN Principle 15's approach in applying a precautionary principle when considering the physical impacts of a changing climate: where there are threats of serious or irreversible damage, including severe weather events, rising sea levels and shifting temperature zones, a lack of full scientific certainty will not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

Cromwell's commitment is to minimise emissions, monitor and mitigate climate risk, engage with stakeholders to encourage emissions reducing behaviour in line with the aims of the Paris Agreement to strengthen the global response to the threat of climate change by keeping global temperature rise this century to well below 2°C.



GOVERNANCE

The Manager’s approach to governance of climate-related matters and the corporate governance structure is outlined in section 6.2 “Sustainability management, framework and governance” on page 17.

STRATEGY

Conducting climate scenario analysis and CEREIF’s climate resilience

Understanding Physical Risks

Physical impact from changing climate and extreme weather conditions is projected to have a increasing impact on climate risk exposure across CEREIF’s various locations of operation.

Since 2019, CEREIF has conducted various preliminary assessments such as GRESB’s Climate Risk & Resilience Assessment and Moody’s 427 forward looking climate risk assessment. More recently, re-insurance company Swiss Re assessed CEREIF’s portfolio for exposure to physical climate risks and natural hazards such as dry days, heatwaves, precipitation, fire, riverine flooding, coastal flooding, landslides and earthquakes. Specific risk scores

were provided for all assets in the portfolio (by NLA), indicating exposure to respective physical climate risks.

In 2022, the Manager used Deepki’s forward looking physical climate risk assessment tool to conduct scenario analysis, using a reference scenario of Representative Concentration Pathway (RCP) 4.5¹ to assess the exposure of CEREIF’s properties by 2050.

Based on the geolocation and building characteristics, the methodology assesses the exposure and vulnerability levels of each asset to determine the severity of the physical risks to CEREIF’s portfolio. Among all of the risks assessed, material physical risks identified for CEREIF’s assets include heatwaves, fires, dry days, and precipitation. Assets in Italy were identified as facing the highest risks at an aggregated level. As a next step, the Manager plans to assess the assets’ vulnerability to these physical risks, and if material, review existing mitigation measures and define additional measures to arrive at an acceptable level for the residual risk level for each asset. Details on the climate-related risks considered by Deepki, impacts in qualitative terms and key mitigation actions are outlined in the table below.

PHYSICAL CLIMATE RISKS ASSESSED	QUALITATIVE IMPACTS TO CEREIF’S BUSINESS	KEY MITIGATING ACTIONS BY CEREIF
Dry days	● Potential damage to assets	● Based on the findings from the assessment, the Manager will work with the local asset managers to drive action plans such as asset enhancements in order to mitigate these risks as well as consider other operational decisions such as increasing insurance coverage against damage from natural hazards
Heatwaves	● Risk of stranded assets: write-offs and early retirement of existing assets (e.g. damage to property and assets in high-risk locations such as being flood-prone or drought-prone, etc)	
Precipitation		
Fires		
Riverine Flooding	● Increased repair costs (damage to facilities)	
Coastal Flooding	● Increased insurance premiums and potential for reduced availability of insurance for assets in high-risk locations	
Landslides		
Earthquakes		
Windstorm		

¹ RCP 4.5 is described by the Intergovernmental Panel on Climate Change (IPCC) as a moderate scenario in which emissions peak around 2040 and then decline. This is the most likely and realistic scenario suggested by IPCC, and depicts a scenario with temperature increase of around 2 to 3 °C.

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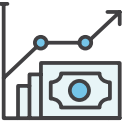

Understanding Transition Risks

The qualitative assessment of transition risks is based on GRESB's transition risk report¹, Deepki², and extensive desktop research for other transitional risks such as market, technology and legal risks. The assessment takes into consideration contextual information for countries of CEREIT's operations.

CEREIT has identified three material transitional risks – (1) increased pricing for GHG emissions, (2) enhanced reporting obligations for GHG emissions and (3) mandates on and regulation of existing products and services. These risks and opportunities are a result of increasing regulatory and legal actions by governments who are embracing and fast-tracking the transition to a lower-carbon global economy.


For the analysis on increased pricing of GHG emissions, the climate scenario analysis assessment was conducted over three time horizons: short term (2030), medium term (2040), and long term (2050), all under the Carbon Risk Real Estate Monitor's (CRREM) scenario pathway of 1.5°C. The chosen scenario is proposed by European and International bodies which provides the real estate industry with transparent, science-based decarbonisation pathways. The pathway is aligned with the Paris Climate goals of limiting global temperature increase to 2°C, with ambition towards 1.5°C.

CEREIT's transition risks and mitigation measures are detailed below:

KEY TRANSITION RISKS IDENTIFIED BY CEREIT:	QUALITATIVE IMPACTS TO CEREIT'S BUSINESS	KEY MITIGATING ACTIONS BY CEREIT
<p>Increased pricing of GHG emissions</p> 	<ul style="list-style-type: none"> ● CEREIT operates in countries with high carbon pricing and this poses an increased risk of stranded assets, which may result in reduced profitability 	<ul style="list-style-type: none"> ● The Manager conducts energy audits of CEREIT's assets to identify GHG emissions reduction measures required for each asset, in order to avoid stranding risk ● Upon completion of energy audits (currently ongoing), the Manager will work with the local property managers to establish asset-level capex and to establish short-term (2030) reduction targets, in order to achieve GHG emissions reductions ● In parallel, the Manager continues deploying renewable and low-carbon intensive energy solutions
<p>Enhanced reporting obligations for GHG emissions</p> 	<ul style="list-style-type: none"> ● Increased cost to create, implement and maintain processes for GHG emissions monitoring and reporting 	<ul style="list-style-type: none"> ● Use of Deepki tool to streamline data collection, data analysis processes and deliver key KPIs for compulsory reporting ● Progressively rolling out green leases to obtain accurate consumption data from tenants-customers

1 GRESB's transitional risk report uses top-down, science-based decarbonisation pathways derived from CRREM. The decarbonisation pathway takes on a proxy for regulatory/policy transition risk, to derive the total percentage of a portfolio deemed "stranded".

2 Deepki utilises a 1.5 CRREM pathway to derive the assets deemed "stranded".

KEY TRANSITION RISKS IDENTIFIED BY CEREIT:	QUALITATIVE IMPACTS TO CEREIT'S BUSINESS	KEY MITIGATING ACTIONS BY CEREIT
<p>Mandates on and regulation of existing products and services</p> 	<ul style="list-style-type: none"> ● An increasing number of new regulations from governments and regulators worldwide to combat climate change increases the resources and costs needed for CEREIT to manage its assets and ensure compliance <p>Examples:</p> <ul style="list-style-type: none"> ○ Amendment of the French Energy Code in 2019 to include the goal of attaining carbon neutrality by 2050 ○ Introduction of the Sustainable Finance Disclosure Statement in 2019 and Taxonomy regulation in 2020 ○ Implementation of SFDR and CSRD 	<ul style="list-style-type: none"> ● Screen all new acquisitions with proprietary tools to assess their alignment with the EU regulations guidelines ● Identify, assess and manage material sustainability risks as part of the due diligence of the investment process with specific action plans to mitigate and potentially eliminate environmental risks that are identified ● Set up targets towards indicators from the regulatory technical standards under SFDR

RISK MANAGEMENT

Climate risk management

In order to understand and prepare for associated climate-related impacts, the Manager has committed to embedding risk management and resilience assessments into all relevant acquisitions and operational strategies. Since 2020, the Manager has integrated environmental risks into CEREIT's Enterprise risk management (ERM) framework,

allowing these risks to be considered and managed holistically along with other organisational risks. This was carried out to comply with the reporting requirements of MAS Guidelines on Environmental Risk Management. For further information on CEREIT's risk management process, refer to the 2022 Annual Report "Enterprise risk management" section, page 194.

The Manager has implemented various processes to manage its climate-related risks.

ENVIRONMENTAL DUE DILIGENCE	IMPLEMENTATION OF AEI	ESG TRAINING FOR EMPLOYEES
<p>The Manager conducts environmental due diligence as part of its assessment phase of the Manager's investment process. This approach ensures that the Manager and the Board are aware of target assets' environmental risks before acquisition, allowing them to develop action plans to mitigate potential risks that could impact CEREIT's operational and financial performance. Further details can be found under the "Integrating ESG in the investment process" section on page 16</p>	<p>The Manager is proactive in identifying AEI opportunities that improve the quality of CEREIT's assets, including its energy performance. The Manager is proactively increasing the number of globally recognised green building certifications such as BREEAM, EPC and LEED for CEREIT's assets and progressively upgrading existing green building certifications. Further details can be found under the "Quality of Assets - Building certifications and energy performance certificates (EPC)" section on page 30</p>	<p>In FY 2022, the Manager conducted ESG training for 100% of the employees of the Manager beyond regulatory requirements to build internal capabilities and increase awareness on ESG issues and relevant requirements. The Manager regularly reviews these training programmes and incorporates relevant emerging ESG issues where applicable</p>

08 ENVIRONMENT

METRICS AND TARGETS

Climate-related and environmental metrics such as Scope 1, 2 and 3 GHG emissions, energy consumption, water consumption and waste management have been disclosed within the Sustainability Report. The Manager leverages environmental performance from the annual GRESB submission. In the mid- to long- term the Manager looks to

define and publish a set of property-level reduction targets to achieve Net Zero operational carbon emissions by 2040. Targets are planned to cover energy, GHG emissions, waste and water usage reduction. Further details will be shared in subsequent reports. More information on environmental metrics, is provided in the “Improving energy intensity and reducing carbon footprint” section on pages 38 to 54.

8.3 IMPROVING ENERGY INTENSITY AND REDUCING CARBON FOOTPRINT

Most of CEREIT’s GHG emissions come from building energy use such as fuel, district heating and purchased electricity. An inefficient portfolio with high building energy / water intensities can eventually lead to more GHG emissions being emitted and worsen issues such as air pollution, or even natural resource depletion.

CEREIT has set an aspirational target of Net Zero operational carbon emissions by 2040 and actively works

with property managers to identify areas for improvement while also encouraging tenants-customers to join in on this journey.

Energy audits

In 2022 the Manager undertook independent energy audits for 46 assets across Europe, with a further 42 energy audits either ongoing or in planning stages. The findings of the energy audit will inform a 10-year capex programme, where further energy and emissions reduction targets on asset level and portfolio level will be set, with the eventual goal of achieving CEREIT’s Net Zero operational carbon emissions by 2040 target.

“Top 5” energy reduction programme

The Manager continued with its “Top-5” energy reduction programme focused on five key energy reduction and sustainability measures across the CEREIT portfolio, namely: LED lighting, solar panels, BMS control, smart meters and electric car-charging stations. More energy efficient measures were progressively included into the annual capex budgets in FY 2021. The budget for FY 2022 included a total of €6.7 millions of capex directly related to ESG improvements with a specific focus on energy reduction initiatives.

Out of the FY 2022 ESG-related capex, €2.9 million targeted direct sustainability, health and well-being initiatives, such as BREEAM and WELL certifications and the aforementioned “Top-5” Programme.





Examples of completed health and well being initiatives:

Finland:

- Helsinki Mäkitorpantie 3b, Kauppakatu 39, Pakkalankuja 6:
 - Installation of electric car charging poles and units
- Plaza Forte:
 - Renewal of escape emergency lighting to LED lighting

France:

- Parc de Champs:
 - Replacement of external lighting with LED lights
- Parc du Landy, Paryseine:
 - Replacement of existing lighting with LED lights

Germany:

- Siemensstraße 11:
 - Modernisation of heating system to improve energy efficiency and well-being
 - Modernisation of the BMS

The remaining €3.8 million from the budgeted FY 2022 ESG-related capex is maintenance capex for energy reduction initiatives. These include works such as insulation of pipes, façades, doors, replacement of roofs, windows, heating pumps, chillers, heating, ventilation and air-conditioning (HVAC) with more energy efficient materials and the installation of devices and equipment to reduce water consumption and support waste collection amongst others.

Examples of completed energy efficiency initiatives:

France:

- Parc des Docks:
 - Building roof refurbishment including sky dome
 - Replacement of windows to improve thermal comfort
- Parc de Champs, Parc le Prunay:
 - Replacement of windows to improve thermal comfort

Germany:

- Kolumbusstraße 16:
 - Renovation and improvement works
 - New roof
- Henschelring 4, Dresdner Straße 16, Sachsenring 52:
 - Replacement of heating fans for thermal comfort and energy efficiency

Finland:

- Plaza Forte:
 - Renewal of radiator valves and balancing of the heating network for thermal comfort

In FY 2023, €8.2 million of capex budget is set aside for sustainability and energy reduction initiatives. This is an increase of 22% from FY 2022's budget, showcasing CEREIT's resolution to improve its environmental performance and reduce carbon footprint. More will be shared in the next sustainability report.

08 ENVIRONMENT

Consumption data collection and target setting

In 2022, environmental data is being set up to be automatically collected from smart meters, utility and grid companies, property managers and tenants (Scope 3 data) where possible and consolidated in Deepki. Monthly dashboards already assist property managers in identifying consumption trends and highlighting any anomalies. Deepki is also able to capture the effect of capex programs at asset level by tracking the quantity of energy reduction against pre-set targets that are aligned with local requirements and potentially with Net Zero target in the future. For example, the Manager has set a 40% reduction target for all CEREIT's assets in France by 2030, based on the French law *Décret Tertiaire*.

Respective property managers have begun incorporating capex plans into Deepki, in order to assess effectiveness of the enhancements on its assets. Asset managers in CEREIT's countries of operations have also undergone training on the Deepki tool. An ongoing process is in place to increase the number of meters and tenant-customers connected to the data system to improve accuracy of results. As the data collection becomes more comprehensive, it will allow asset managers to conduct regular reviews of the properties' environmental performance accurately and effectively.

Prior to the roll-out of Deepki, the submission for GRESB was used as the primary source to collect and verify property-related consumption data. Each year's GRESB submission provided the opportunity to increase the data coverage for the previous year, even though it was already submitted and verified. Thus, the GRESB submission in 2022 included a notable increase in data collection for all consumption sources retrospectively for 2020 and 2021. Specifically, 2022 data set submitted to GRESB (for years 2021 and 2020) showed an increase in data collection for fuel (3.1%), district heating (18.8%), electricity (21.6%), GHG emissions (43.5%), water (6.4%) and waste (25%) for the 2020 as compared to the submission of 2021.

To remain consistent in the performance analysis, the like-for-like three-year comparison in this Sustainability Report is based on data reported in prior years, with minor adjustments for prior omissions.

Green leases

Green leases are lease contracts with specific clauses which amongst others require tenant-customers to provide consumption data to the landlord and cover other common sustainability matters. The Manager started actively tracking green leases in 2022 and CEREIT's first quarterly green lease report in Q4 2022 showed that 249 out of a total of 1040 lease agreements across the portfolio 24% already have green lease clauses in place. The majority of these currently are in the France portfolio (197). 77% of the green lease agreements from France already have an existing green clause that requires tenant-customers to share their consumption data with the landlord. The Manager is now rolling out similar agreements on data collection and joint landlord-tenant sustainability initiatives in CEREIT's other investment countries.

Environmental performance

The Manager and the Property Manager have invested substantial efforts and resources to expand the scope and automate environmental data collection. The goal is to substantially increase the quality, consistency and transparency of all environmental data collected, measured and analysed in the next few years.

Once Deepki is implemented across all 10 countries in CEREIT's portfolio, the Manager and the Property Manager will collect more comprehensive data and expect to identify meaningful multi-year trends.

External data verification and assurance

To ensure the reliability and accuracy, all information on electricity, gas, GHG emissions, water and waste generation in this Sustainability Report has been additionally verified by an independent external consultant – Longevity Partners – in accordance with AA1000 Assurance Standard (AA1000AS 2008) and GRI Standards Reporting Principles¹. The assurance process includes the verification of reported environmental data with the data source, explanation on collection and calculation methods, criteria and assumptions and cross checking with previous published data.

Absolute energy consumption and intensity

The Property Manager has made significant progress in the data collection coverage across all three energy metrics in 2021 compared to 2020: fuel consumption (22.1% increase

1 This does not include assurance over GRI Standards disclosure within this Sustainability Report

in data coverage), district heating & cooling consumption (20.3% increase in data coverage) and electricity (19.2% increase in data coverage).

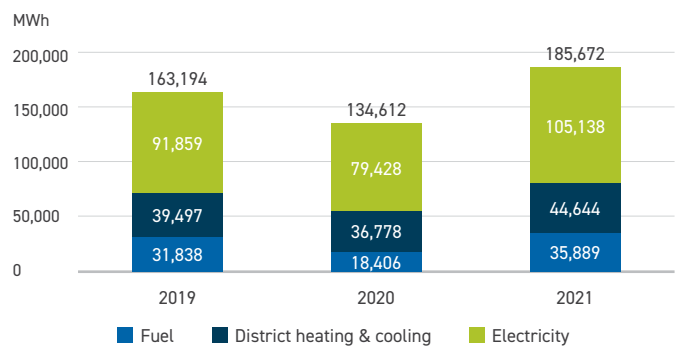
CEREIT’s absolute property energy consumption was 185,672 MWh² in 2021. This is divided between purchased grid electricity (56.6%), district heating (24.0%) and fuel usage (19.3%). Total energy consumption increased 37.9% y-o-y, mostly because 2021 was a year of recovery from COVID-19 with a resumption of business as usual and an increase in physical occupancy from the lockdowns imposed during 2020. When compared to the pre-COVID-19’s 2019, the total 2021 energy consumption also increased but to lesser extent (up 13.8% or 22,478 MWh y-o-y).

Energy intensity (an efficiency measure of energy usage per floor area covered), fell across all energy sources in 2021 as compared to 2019: fuel (-18.5%), district heating and cooling (-6.0%) and electricity (-10.5%). The overall improvement in energy efficiency was largely due to

energy reduction measures undertaken in previous years. In absolute numbers, the total energy intensity³ decreased 15.5% to 108.07 kWh/sqm down from 127.87 kWh/sqm in 2019.

Further analysis and details on like-for-like energy consumption is detailed in the next section.

ABSOLUTE ENERGY CONSUMPTION BY TYPE OF ENERGY



Energy - Fuel	Total consumption in kWh	Intensity kWh/m ²	Floor area covered (m ²)	# assets included	Variance in total consumption	Variance in intensity
2019	31,838,383	47.95	663,960	34		
2020	18,405,556	24.46	752,428	32	-42.2%	-49.0%
2021	35,889,224	39.08	918,379	47	95.0%	59.8%
Variance from 2019					12.7%	-18.5%

Energy - District heating & cooling	Total consumption in kWh	Intensity kWh/m ²	Floor area covered (m ²)	# assets included	Variance in total consumption	Variance in intensity
2019	39,496,599	81.80	482,685	31		
2020	36,778,036	76.22	482,510	32	-6.9%	-6.8%
2021	44,644,496	76.93	580,335	40	21.4%	0.9%
Variance from 2019					13.0%	-6.0%

Energy - Electricity	Total consumption in kWh	Intensity kWh/m ²	Floor area covered (m ²)	# assets included	Variance in total consumption	Variance in intensity
2019	91,858,510	73.00	1,258,341	80		
2020	79,428,293	58.85	1,349,766	74	-13.5%	-19.4%
2021	105,137,790	65.36	1,608,690	100	32.4%	11.1%
Variance from 2019					14.5%	-10.5%

2 Current data coverage for CEREIT’s portfolio is 91% by floor area. The total properties by the end of FY 2021 and FY 2020 were 100 and 90 properties, respectively. In FY 2021, the reporting for energy consumption, and by extension for GHG Emissions, was 100 assets as compared to 89 properties in FY 2020

3 The total energy intensity is calculated for all assets that covered 100% of the GFA for all its energy sources

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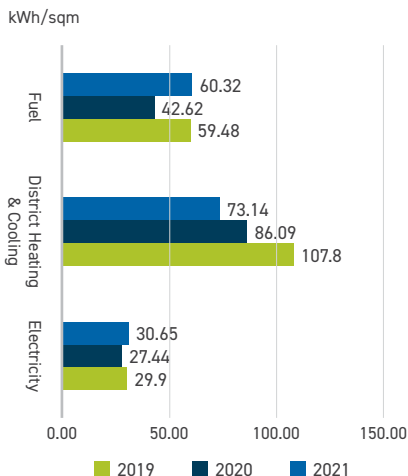
Like-for-like energy consumption and intensity

The like-for-like energy consumption trends analysis is based on assets for which the Property Manager had full set of data for 2019, 2020 and 2021. The data coverage

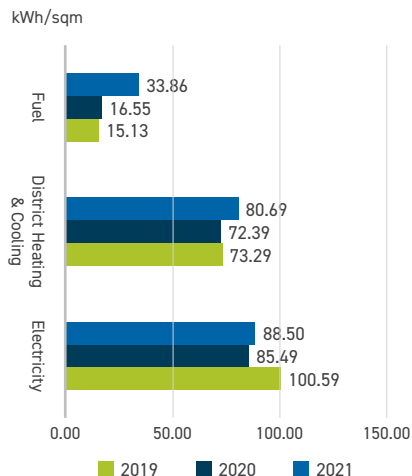
for each energy metric is different, because each property operates on a different energy mix – for example some properties operate only with electricity.

	Number of properties	2019	2020	2021	Change absolute 2021 - 2020	Change absolute 2021 - 2019
Fuel consumption (kWh) like-for-like						
Light industrial /logistics	18	16,540,173	11,392,462	11,809,278	416,817	-4,730,894
Office	5	3,959,997	4,332,561	8,863,026	4,530,465	4,903,028
Other	2	3,740,027	599,665	3,460,828	2,861,163	-279,199
Grand Total	25	24,240,197	16,324,688	24,133,132	7,808,445	-107,065
District heating and cooling consumption (kWh) like-for-like						
Light industrial /logistics	10	12,443,628	9,937,846	8,046,489	-1,891,357	-4,397,139
Office	22	27,298,804	26,964,215	30,037,820	3,073,605	2,739,016
Grand Total	32	39,742,432	36,902,061	38,084,309	1,182,248	-1,658,123
Electricity (kWh) like-for-like						
Light industrial /logistics	33	11,928,990	12,235,210	12,011,227	-223,982	82,237
Office	29	63,319,549	52,830,192	51,812,545	-1,017,646	-11,507,004
Other	2	5,759,363	2,515,535	4,443,717	1,928,182	-1,315,646
Grand Total	64	81,007,902	67,580,937	68,267,489	686,554	-12,740,413

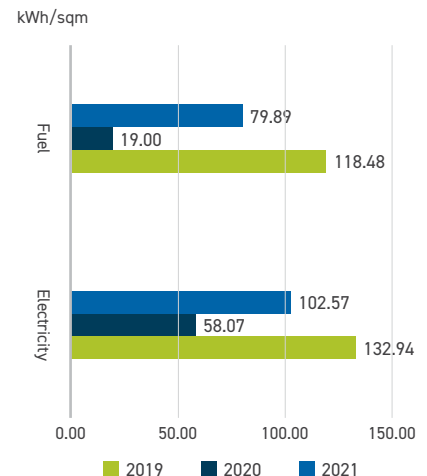
ENERGY INTENSITY FOR LIKE-FOR-LIKE LIGHT INDUSTRIAL/ LOGISTICS



ENERGY INTENSITY FOR LIKE-FOR-LIKE OFFICE



ENERGY INTENSITY FOR LIKE-FOR-LIKE 'OTHER'





Change % 2021 - 2020	Change % 2021 - 2019	2019	2020	2021	Change % 2021 - 2020	Change % 2021 - 2019
Intensity (kWh/sqm)						
3.7%	-28.6%	59.48	42.62	60.32	41.5%	1.4%
104.6%	123.8%	15.13	16.55	33.86	104.6%	123.8%
477.1%	-7.5%	118.48	19.00	79.89	320.5%	-32.6%
47.8%	-0.4%	42.42	29.12	48.19	65.5%	13.6%
Intensity (kWh/sqm)						
-19.0%	-35.3%	107.80	86.09	73.14	-15.0%	-32.2%
11.4%	10.0%	73.29	72.39	80.69	11.5%	10.1%
3.2%	-4.2%	81.46	75.63	78.97	4.4%	-3.1%
Intensity (kWh/sqm)						
-1.8%	0.7%	29.90	27.44	30.65	11.7%	2.5%
-1.9%	-18.2%	100.59	85.49	88.50	3.5%	-12.0%
76.7%	-22.8%	132.94	58.07	102.57	76.7%	-22.8%
1.0%	-15.7%	75.58	61.04	66.88	9.6%	-11.5%

Like-for-like energy consumption and intensity by source Fuel

25 assets with full year 2019, 2020 and 2021 data available based on GRESB submission were selected for like-for-like comparison.

Total fuel consumption on a like-for-like basis increased 47.8% (7,808,444 kWh) y-o-y. This was mainly due to the significant increase (477.1%) recorded for the two assets used for the analysis from 'other' portfolio in Italy - a 480-room hotel and a retail complex with a large cinema¹. Both properties remained closed for most of 2020 due to low tourist numbers coupled with COVID-19 lockdowns, resulting in almost zero fuel consumption. With both assets resuming normal operations in 2021, a significant increase in consumption was observed, mainly attributed to the

hotel. Fuel consumption for both assets in 2021 was 7.5% lower as compared to 2019.

For the 'light industrial / logistics' sector, the level of activities remained stable through COVID-19 period due to the increase in demand for e-commerce. Comparing 2020 and 2021, the sector saw a 3.7% increase in consumption (416,817 kWh) overall. However, the data coverage in 2021 decreased temporarily due to technical issues in accessing consumption data from the national gas grid provider in France which led to a recorded decrease of 2,378,393 kWh in the French portfolio as compared to 2020. This decrease was offset by increases in consumption across the Danish and German portfolios, where consumption increased due to the resumption of normal business activities.

¹ In CERIT's Annual Report, five Italian assets are classified as 'other'; however, for the GRESB submission, only two of these assets fall under the 'other' category. Consequently, the environmental analysis's 'other' sector only includes two assets, while the three assets classified as 'other' in the annual report are categorised under the 'office' sector in GRESB.

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For the 'office' sector, the y-o-y increase in fuel consumption in 2021 (+104.6%, up 4,530,465 kWh) was largely due to the resumption of business activities and employees returning to the workplace. As the floor area used for intensity calculations remained the same in 2021 vs 2020, the fuel intensity increase can be attributed mainly to one asset in Italy, Bari Europa¹ (a government-occupied complex with 11 buildings that is classified under this sector by GRESB), where consumption increased steadily.

Looking at 2021 vs 2019 trends, like-for-like portfolio fuel consumption decreased 0.4% (107,065 kWh). This was due to decrease in consumption in both the light industrial / logistics and 'other' sectors. In the light industrial / logistics sector, overall fuel consumption decreased 28.6% (4,730,894 kWh), mainly due to the lower than usual gas consumption data recorded from the French assets in 2021. In the 'other' sector, total fuel consumption was still slightly lower in 2021 as compared to 2019, despite the return to business as usual for the two Italian assets. The same pattern was observed in the like-for-like fuel consumption intensity across the three years.

The 2021 office sector consumption increased 123.8% (4,903,028 kWh) as compared to 2019. Similar to 2020, most of the increase is attributed to the Bari Europa asset which recorded heavy levels of fuel consumption in both 2020 and 2021.

District heating & cooling

32 assets with full year 2019, 2020 and 2021 data available based on GRESB submission were selected for the like-for-like comparison.

Total 2021 district heating & cooling consumption on a like-for-like basis increased 3.2% (1,182,248 kWh) y-o-y, primarily driven by a 11.4% (3,073,605 kWh) increase in the office sector as more employees returned to the workplace in 2021 especially in Poland, Finland and the Netherlands. Additionally, in 2021, the winter in Finland was considerably colder than 2020, thus resulting in an increase in district heating.

On the other hand, consumption recorded in the light industrial / logistics sector saw a 19.0% y-o-y decrease (-1,891,357 kWh). This was largely attributable to the Danish portfolio where active leasing reduced vacancy rates from 18% in 2020 to 10% in 2021. However, the new

tenant-customers had not yet started sharing consumption data and this resulted in an overall decrease in data coverage.

Notably, when compared to 2019, the overall 2021 district heating & cooling consumption decreased 4.2% (1,658,124 kWh), while intensity decreased 3.1%.

Electricity

64 assets with full year 2019, 2020 and 2021 data available based on GRESB submission were selected for the like-for-like comparison.

Total 2021 electricity consumption on a like-for-like basis slightly increased by 1.0% (686,554 kWh) y-o-y due to slight decreases in both the light industrial / logistics sector (-1.8%, down 223,982 kWh) and in the office sector (-1.9%, down 1,017,646 kWh). The 'other' sector saw a significant y-o-y like-for-like increase of 76.7% (1,928,182 kWh), largely because lifting of COVID-19 lockdowns in Italy in 2021 resulted in a resumption of normal activities and by extension a significant increase of electricity consumption in both the hotel and the retail asset.

Looking at 2021 vs 2019, like-for-like electricity intensity declined significantly in the office (-12.0%) and 'other' (-22.8%) sectors, while the light industrial / logistics sector registered only a marginal 2.5% increase in electricity intensity for the same period even though occupancy in the sector increased by 4 p.p. to 95.1%, up from 90.7%. As a whole, like-for-like electricity intensity declined 11.5% in 2021 as compared to in 2019, demonstrating the improvements in CEREIF's energy management and practices over the years.

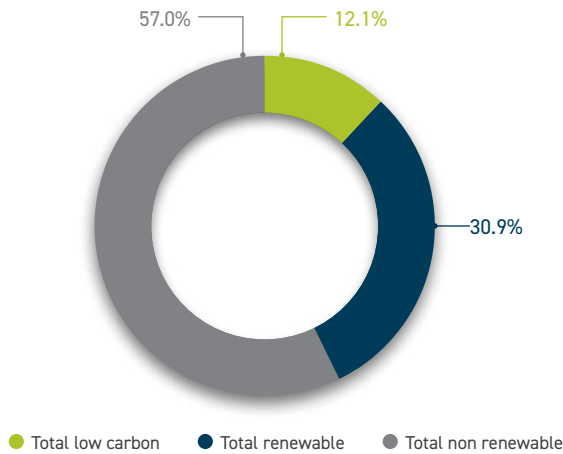
Renewable energy

Renewable energy across CEREIF's portfolio currently represents approximately 31.0% of consumption of managed energy connections. In 2021, 100.0% of electricity purchased in Denmark, Germany and the Netherlands and 60.0% of electricity purchased in Italy was from renewable sources. In France and Finland, 100.0% of procured electricity under managed energy connections is considered as low carbon-intensive, with the electricity production mix comprising 77.0% from nuclear energy and 15.0% from other renewable energy supplies. In the Netherlands, two of the gas-powered properties are also classified as low-carbon energy as the gas is generated from burnt biowaste. The total share of energy defined as low-carbon energy represents 12.1% of the total energy mix profile as per the chart below.

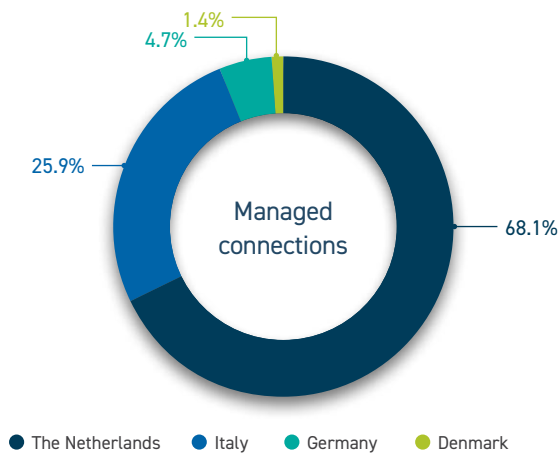
¹ Bari Europa, an asset with heavy consumption data, is one of the five Italian assets classified as 'other' but is categorised under the 'office' sector in GRESB.

The Property Manager is currently assessing how to improve the use of renewable energy across CEREIF's assets. Near-term plans include increasing renewable energy procurement in the Czech Republic, Slovakia, Poland, and Italy, subject to availability, engaging with tenants-customers to procure renewable energy where on-site production is not possible, and monitoring how district heating production becomes low-carbon intensive in Denmark, Finland, The Netherlands and Poland.

ENERGY MIX PROFILE OF MANAGED CONNECTIONS



RENEWABLE ENERGY CONSUMPTION SPLIT BY COUNTRY



GHG Emissions

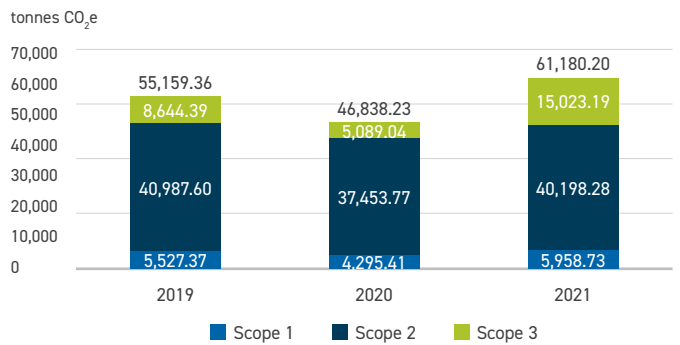
GHG absolute emissions

The 2021 total absolute GHG emissions² increased 13.3% y-o-y to 61,180 tonnes CO₂e, up from 46,838 tonnes CO₂e in 2020. 24.6% of the 2021 GHG emissions (15,023 tonnes CO₂e; "Scope 3") were directly attributable to tenant-customer's daily activities.

When comparing to the 2021 GRESB results, the GHG emissions intensity of the light industrial / logistics sector is slightly above the European benchmark of 19kgCO₂eq/sqm, with an average of 21,3kgCO₂eq/sqm whereas the office sector average represents 51kgCO₂eq/sqm versus a benchmark at 32kgCO₂eq/sqm. Despite these results, CEREIF 2021 GRESB GHG emissions score is above 67% of its peers.

When comparing 2021 with 2019, it is notable that the data coverage by floor area has increased 28.5%, reaching coverage for close to 88% of the total floor area of the portfolio in two years. 2021 absolute emissions intensity decreased -13.7% as compared to 2019 even though total recorded consumption increased 10.9% in 2021. This was predominantly due to the positive impact of the energy efficiency measures undertaken in the previous year and to some extent in the gap of gas data as stated previously.

ABSOLUTE GHG EMISSIONS BY SCOPE



GHG emissions	Total emissions (tonnes CO ₂ e)	Intensity tCO ₂ e/m ²	Floor area covered (m ²)	# assets included	Variance in total consumption	Variance in intensity
2019	55,159.36	0.042	1,305,899	82		
2020	46,838.23	0.046	1,020,966	62	-15.1%	8.6%
2021	61,180.20	0.036	1,678,636	100	13.3%	5.5%
Variance from 2019					10.9%	-13.7%

2 Current data coverage for CEREIF: 73 out of 113 properties has reported Scope 1 & 2 emissions, while 36 has reported Scope 3 emissions

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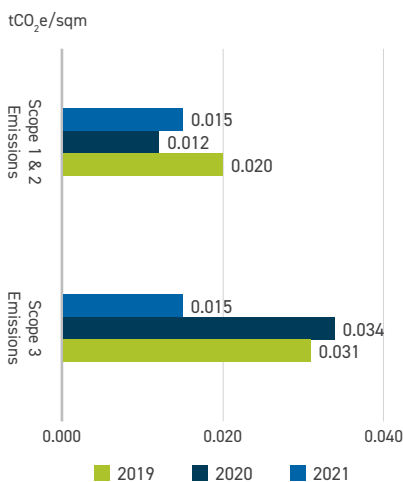
Like-for-like GHG emissions¹ and intensity

2021 like-for-like² scope 1 & 2 and scope 3 GHG emissions increased 3.2% y-o-y and 42.3% respectively. When comparing 2021 with 2019, like-for-like scope 1 & 2 GHG

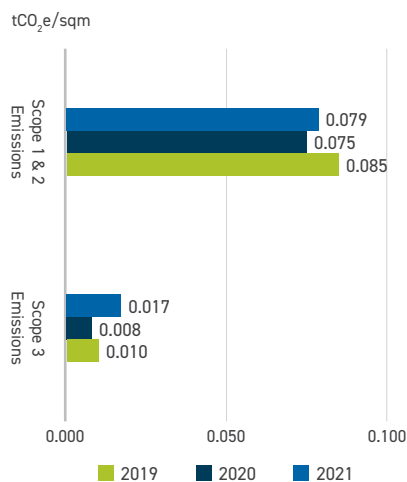
emissions decreased 12.1% (to 5,474 tCO₂e), while scope 3 GHG emissions increased 8.6% (to 501 tCO₂e). More details can be found in the sections below.

	Number of properties	2019	2020	2021	Change absolute 2021 - 2020	Change absolute 2021 - 2019
Scope 1 & Scope 2 emissions (tCO₂e) like-for-like						
Light industrial /logistics	33	6,666	4,763	4,873	110	-1,792
Office	25	37,718	33,470	34,109	639	-3,609
Other	1	815	247	742	495	-73
Grand Total	59	45,198	38,480	39,724	1,244	-5,474
Scope 3 emissions (tCO₂e) like-for-like						
Light industrial /logistics	3	1,972	2,149	1,047	-1,102	-925
Office	4	2,040	1,673	3,628	1,954	1,587
Other	1	1,816	626	1,655	1,029	-161
Grand Total	8	5,828	4,448	6,329	1,881	501

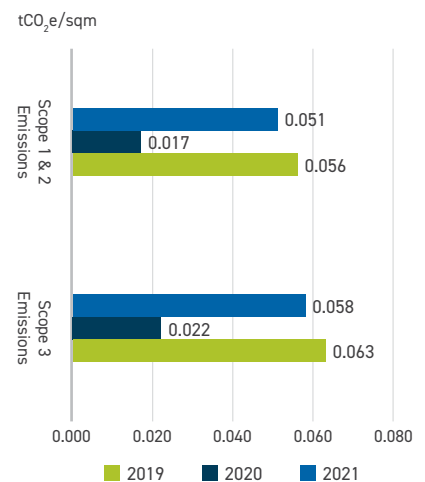
EMISSIONS INTENSITY FOR LIKE-FOR-LIKE LIGHT INDUSTRIAL/ LOGISTICS



EMISSIONS INTENSITY FOR LIKE-FOR-LIKE OFFICE



ENERGY INTENSITY FOR LIKE-FOR-LIKE 'OTHER'



- GHG emissions are calculated based on the GHG Protocol scope 2 guidance as per GRESB's Estimation Model and GHG calculation methodology
- The Property Manager selected 59 assets with full-year 2021, 2020 and 2019 data on scope 1 & 2 emissions available based on GRESB Real Estate Assessments, and 8 assets with full-year 2021, 2020 and 2019 data scope 3 emissions available based on GRESB Real Estate Assessments.



Change % 2021 - 2020	Change % 2021 - 2019	2019	2020	2021	Change % 2021 - 2020	Change % 2021 - 2019
Intensity (tCO₂e/sqm)						
2.3%	-26.9%	0.02	0.01	0.02	27.0%	-21.5%
1.9%	-9.6%	0.09	0.08	0.08	4.0%	-7.8%
200.9%	-9.0%	0.06	0.02	0.05	200.9%	-9.0%
3.2%	-12.1%	0.06	0.05	0.05	14.7%	-8.5%
Intensity (tCO₂e/sqm)						
-51.3%	-46.9%	0.03	0.03	0.01	-56.5%	-52.6%
116.8%	77.8%	0.01	0.01	0.02	116.8%	77.8%
164.3%	-8.9%	0.06	0.02	0.06	164.3%	-8.9%
42.3%	8.6%	0.02	0.01	0.02	38.8%	6.0%

Scope 1 & 2 commentary

Scope 1 & 2 GHG emissions are generated by CEREIF’s property management activities. Active steps, such as retrofitting of energy efficient lights and usage of renewable energy have been implemented to reduce these emissions across all assets.

The total 2021 like-for-like scope 1 & 2 GHG emissions increased 3.2% (1,244 tCO₂e) y-o-y. This increase was largely attributable to the 200.9% increase in ‘other’ sector like-for-like GHG emissions, caused by the 76.7% y-o-y increase in electricity consumption and 477.1% y-o-y increase in fuel consumption for the sector. As mentioned earlier, these significant increases are due to the gradual lifting of COVID-19 restrictions in Italy and the resumption of normal activities in the hotel which falls within the analysis under the ‘other’ sector.

In the office sector, scope 1 & 2 emissions increased 1.9% (639 tCO₂e), while intensity increased by 4.0%. This

aligns with the increase in district heating and cooling consumption mentioned in the energy section earlier.

The light industrial / logistics sector recorded a 2.3%, (110 tCO₂e) increase in like-for-like scope 1 & 2 GHG emissions y-o-y. Specifically, scope 1 & 2 GHG like-for-like emissions from Denmark, France and the Netherlands declined y-o-y, while Germany recorded a rise of 36.2% (843 tCO₂e) in scope 1 & 2 GHG emissions due to the colder temperatures in 2021 compared to 2020, which drove up fuel and gas consumption.

When comparing 2021 with 2019, total like-for-like scope 1 & 2 GHG emissions decreased 12.1% (-5,474 tCO₂e) while total like-for-like GHG emissions intensity decreased 8.5%. This shows the effectiveness of the energy efficiency measures that CEREIF has been implementing across its assets. All three sectors demonstrated a reduction in like-for-like scope 1 & 2 GHG emissions in 2021 as compared to 2019: light industrial / logistics sector -26.9% (1,792 tCO₂e)

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decrease, office sector -9.6% (3,609 tCO₂e) and 'other' sector -9% (73 tCO₂e).

Scope 3 commentary

Scope 3 emissions generated are primarily driven by tenant consumption.

The total like-for-like scope 3 GHG emissions increased 42.3% (1,881 tCO₂e) in 2021 to 6,329 tCO₂e, up from 4,448 tCO₂e in 2020. This is primarily attributable to an increase in scope 3 GHG emissions from one asset in the 'other' sector (1,029 tCO₂e increase). The office sector also recorded a 116.8% increase (1,954 tCO₂e) in scope 3 emissions as more tenants returned to the offices following the lifting of COVID-19 restrictions. However, the light industrial / logistics sector recorded a 51.3% decrease (1,102 tCO₂e) in scope 3 emissions, primarily due to lower availability of tenant data.

When compared to 2019 levels, 2021 like-for-like scope 3 GHG emissions decreased in the light industrial / logistics (-46.9%) and the 'other' sectors (-8.9%), while recording 77.8% increase in the office sector. Scope 3 GHG intensity likewise decreased in the light industrial / logistics (-52.6%) and the 'other' sectors (-8.9%), while recording an increase of 77.8% in the office sector. Overall, Scope 3 GHG emissions like-for-like intensity increased 6.0% in 2021 as compared to 2019, a much smaller increase than the 38.8% increase when comparing to 2021 to 2020.





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8.4. WATER MANAGEMENT

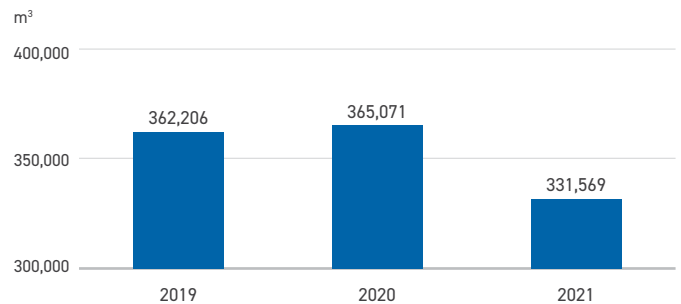
CEREIT partnered with *Smartvatten* in 2021 to install digital water meter systems for the purpose of monitoring and analysing water consumption and quickly identifying leakage and water waste. The system has been fully installed within CEREIT's Dutch office assets, with further roll-out planned across CEREIT's portfolio in 2023. The data from the metering systems will now be automatically uploaded into the Deepki platform.

CEREIT is also in the midst of identifying user cases for water tanks at selected assets. The use of such water tanks in existing assets and new developments will allow water recycling, thus reducing overall water consumption.

Absolute water consumption

CEREIT's 2021 total water consumption decreased 9.2% y-o-y to 331,569 cubic metres despite an increase in data coverage, predominantly due to improved water efficiency measures across the portfolio.

ABSOLUTE WATER CONSUMPTION



Water	Total consumption in m ³	Intensity m ³ /m ²	Sqm of population	# assets included	Variance in total consumption	Variance in intensity
2019	362,206	0.30	1,207,247	72		
2020	365,071	0.27	1,327,881	78	0.8%	-8.4%
2021	331,569	0.22	1,528,364	91	-9.2%	-21.1%
					Variance from 2019	-8.5%
						-27.7%

	Number of properties	2019	2020	2021	Change absolute 2021 - 2020	Change absolute 2021 - 2019
Water consumptions (m³) like-for-like						
Light industrial /logistics	33	61,082	61,502	45,903	-15,599	-15,179
Office	28	181,456	137,511	108,769	-28,742	-72,687
Other	2	36,487	19,566	20,048	482	-16,439
Grand Total	63	279,025	218,579	174,720	-43,858	-104,350

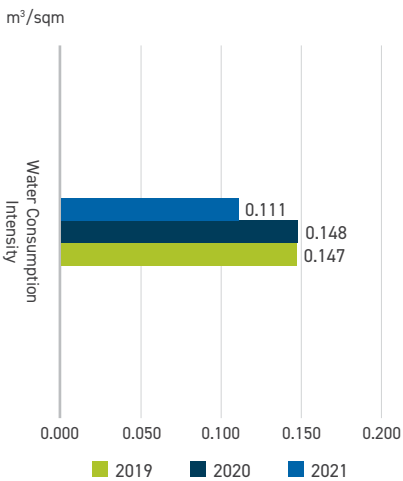
Like-for-like water consumption and intensity

The 2021 like-for-like water consumption decreased 20.1% y-o-y to 174,720 m³. This was mainly due to the 20.9% (28,742 m³) decrease in recorded consumption in the office sector and 25.4% (15,599 m³) decrease in recorded consumption in the light industrial / logistics sector. Other than in the light industrial / logistics assets in France and Germany, where the consumption went up by 18.6% (3,076 m³) and 17.1% (1,570 m³) respectively due to an increase in occupancy, all other countries in this sector experienced a reduction in water consumption. Some of this decline is due to the significant decrease in y-o-y recorded consumption in Italy (-20.3%), where one of the assets had a large leakage in 2020 which (since resolved). In the office sector, the decrease came largely from the Dutch portfolio where consumption declined 40.7% (27,218 m³) y-o-y. This was due to a 2020 Dutch government advisory to ventilate

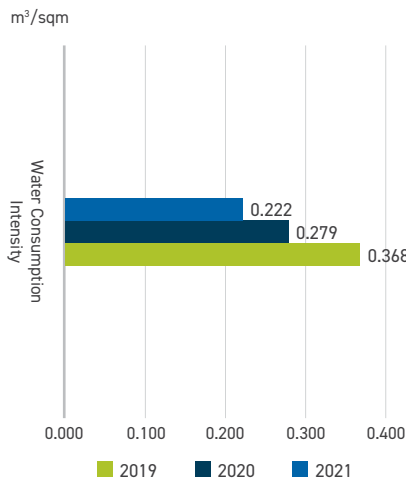
rooms in buildings 24 hours a day, every day of the week, for which cooling water was required. As a result, the water installations needed to run continuously, increasing consumption for 2020. However, in 2021, this advice by the government was lifted.

Looking at a three-year trend from 2019 to 2021, water consumption and intensity has been consistently decreasing. On a like-for-like basis, total 2021 water consumption fell 20.1% as compared to 2020, with a 19.6% drop in intensity for the same period. 2021 consumption declined 37.4%, while intensity declined 37.0% as compared to 2019. This notable positive trend despite an increase in physical occupancy in 2021 is the result of ongoing water conservation efforts to keep water consumption and intensity levels low and active tenant-customer engagement on sustainability matters.

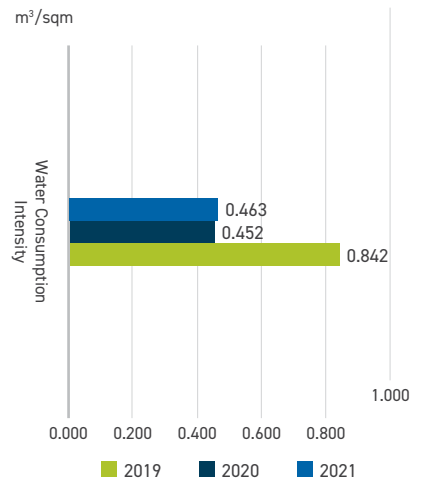
WATER CONSUMPTION INTENSITY FOR LIKE-FOR-LIKE LIGHT INDUSTRIAL/LOGISTICS



WATER CONSUMPTION INTENSITY LIKE-FOR-LIKE OFFICE



WATER CONSUMPTION INTENSITY FOR LIKE-FOR-LIKE 'OTHER'



Change % 2021 - 2020	Change % 2021 - 2019	2019	2020	2021	Change % 2021 - 2020	Change % 2021 - 2019	
		Intensity (m³/sqm)					
-25.4%	-24.8%	0.15	0.15	0.11	-24.9%	-24.3%	
-20.9%	-40.1%	0.37	0.28	0.22	-20.4%	-39.7%	
2.5%	-45.1%	0.84	0.45	0.46	2.5%	-45.1%	
-20.1%	-37.4%	0.29	0.23	0.18	-19.6%	-37.0%	

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8.5 WASTE MANAGEMENT

Increasing waste amounts put pressure on waste management systems and result in environmental pollution. CEREIT endeavours to set out sustainable waste management practices, to reduce waste generation amounts and divert it away from landfills.

Different market practices for waste sorting are observed across the investment countries in CEREIT's portfolio. For example, in Finland, where recycling sorting is quite advanced, up to nine recycling streams are managed for most properties together with biowaste being composted.

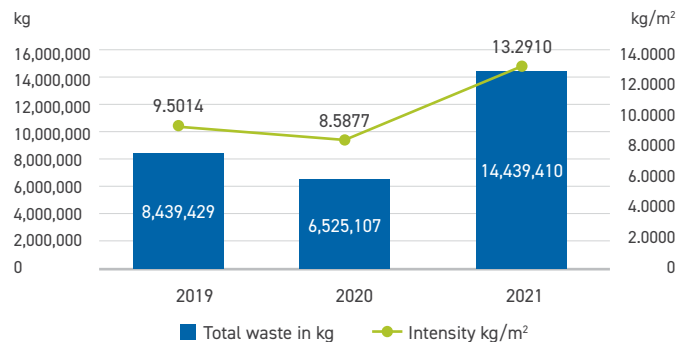
In order to manage waste better, the team is conducting a current state analysis to identify and evaluate each country's current practices of waste management. As a next step, the Manager aims to share best practices or business models that are economically viable across the portfolio and install sorting units on site where possible. Further initiatives are also being explored to engage more actively with tenants-customers, local municipalities and private waste contractors on the waste management ecosystem.

Waste generation

CEREIT reported 14,439,410 kg waste generated in 2021 (up +121% or 7,914,303 kg from 2020). Similarly, the

2021 waste intensity increased to 13.2910 kg/m² (up 55% y-o-y or 4.7033 kg/m² from 2020). This increase does not necessarily represent an increase in waste generated but rather reflects the improved availability of waste data in 2021 compared to 2020. The expanded coverage for waste management reporting in 2021 was mainly driven by the expansion of data coverage for Italian assets, coupled with easing of COVID-19 regulations which resulted in increased tenant-customer activities for these assets. These two factors accounted for 121% increase in absolute amount of waste generated. Similarly, when compared to 2019, the absolute waste generated increased by 71% due to improved availability of waste data.

ABSOLUTE TOTAL WASTE GENERATED AND WASTE INTENSITY



	Number of properties	2019	2020	2021	Change absolute 2021 - 2020	Change absolute 2021 - 2019
Waste generated (kg) like-for-like						
Light industrial /logistics	10	1,087,400	1,034,170	786,600	-247,570	-300,800
Office	21	1,267,142	822,958	1,430,621	607,662	163,479
Other	2	448,578	257,727	419,725	161,998	-28,853
Grand Total	33	2,803,120	2,114,855	2,636,946	522,090	-166,174



Total waste	Total waste in kg	Intensity kg/m ²	Floor area covered (m ²)	# assets included	Variance in total consumption	Variance in intensity
2019	8,439,429	9.5014	888,231	46		
2020	6,525,107	8.5877	759,824	36	-23%	-10%
2021	14,439,410	13.2910	1,086,402	50	121%	55%
Variance from 2019					71%	40%

Like-for-like waste generation and intensity

On a like-for-like basis, absolute waste generated increased 24.7% (522,090 kg) y-o-y, while waste intensity increased 25.9% y-o-y. The increase is mainly attributed to the increase in waste generated following an increase in physical occupancy in 2021 due to the easing of COVID-19 regulations in the office (+73.8% y-o-y intensity) and the

'other' (+62.9% y-o-y intensity) assets, especially for the Dutch office assets and the Italian 'other' assets.

When compared to 2019, the like-for-like absolute waste generated in 2021 decreased 5.9% (166,174 kg), while intensity decreased 4.1%, showing improvement waste management practices over the years.

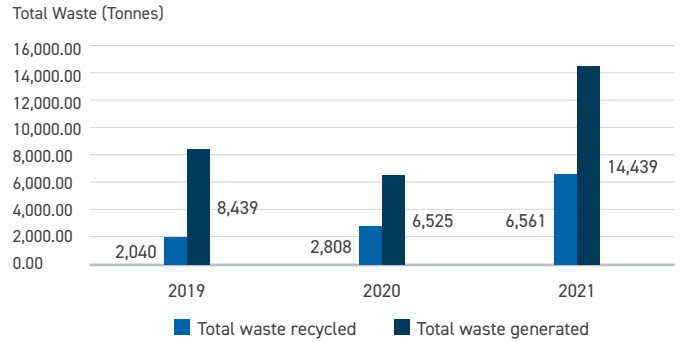
Change % 2021 - 2020	Change % 2021 - 2019	2019	2020	2021	Change % 2021 - 2020	Change % 2021 - 2019
Intensity (kg/m²)						
-23.9%	-27.7%	7.21	7.12	5.62	-21.1%	-22.1%
73.8%	12.9%	3.38	2.20	3.82	73.8%	12.9%
62.9%	-6.4%	10.35	5.95	9.69	62.9%	-6.4%
24.7%	-5.9%	4.93	3.76	4.73	25.9%	-4.1%

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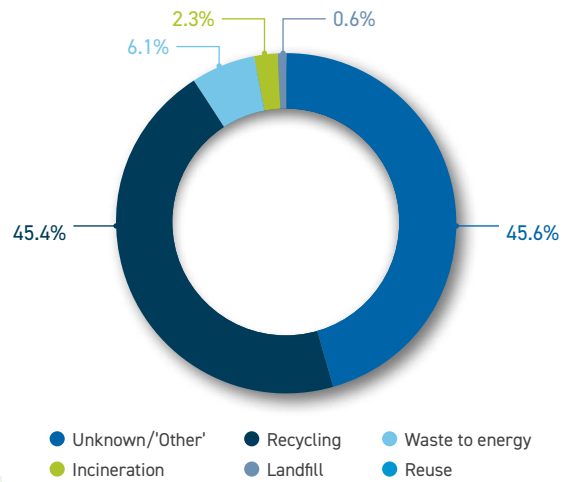
Waste Recycling and Disposal

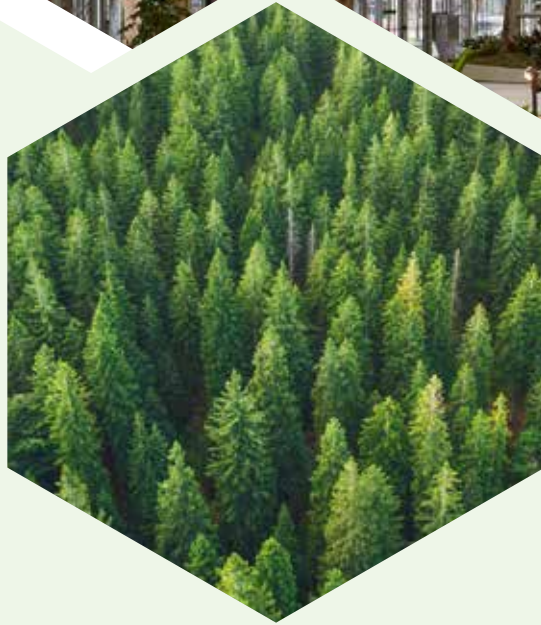
The proportion of waste directed towards recycling in 2021 has nearly doubled in a span of two years, with 45.4% of the total waste generated being recycled, as compared to just 24.2% in 2019, largely due to increased recycling efforts and practices. Furthermore, the remaining waste that was not recycled was disposed of using alternative methods such as waste-to-energy initiatives and incineration. However, since tenants are primarily responsible for their waste disposal, the availability of data on waste disposal methods is dependent on what tenants share and collect. Currently, a significant portion (45.6%) of the waste disposal route data is unknown/'other'. To address this issue, CEREIT is actively collaborating with tenants to gather more information and improve data availability.

ABSOLUTE TOTAL WASTE RECYCLED AND TOTAL WASTE GENERATED



PROPORTION OF WASTE DISPOSAL BY ROUTE





8.6. BIODIVERSITY

The Manager understands the significant impact its activities can have on the environment and acknowledges its responsibility to protect and enhance biodiversity in the areas which it operates. Negative impacts could potentially include indirect loss of biodiversity and ecological services due to the loss of natural habitats. As part of its commitment to enact best business practices, the Manager aspires to deliver a net positive impact on biodiversity by integrating biodiversity management into its organisational strategy. A commitment to sustainable building practices and to invest in properties with high conservation value can help preserve biodiversity and contribute to sustainable development.

In FY 2022, the Group formalised its ESG policy, which includes a commitment to biodiversity. As part of this commitment, CEREIT aims to identify, protect, and improve the biodiversity status of its owned and/or managed real estate. The Manager recognises that enhancing biodiversity not only benefits the environment but also adds long-term



value to its properties and healthier workplace for its tenants-customers.

The Manager has included biodiversity KPIs into its acquisition due diligence process and is exploring options to enhance biodiversity across the existing portfolio. A couple of early-stage examples include:



- Dresdner Straße 16, Sachsenring 52, Straubing in Germany where a 2,000 sqm meadow has been prepared for planting of wildflowers
- Haagse Poort, Den Haag in the Netherlands, where a green area has been created in front of the entrance
- Cap Mermoz, Maisons-Laffite, in France where the ground floor outdoor relaxation area was reshaped with greeneries and beehives were installed on the rooftop in partnership with the main tenant-customer on site

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MATERIAL TOPICS	2023 TARGETS	TARGETS	MID-TERM/LONG-TERM TARGETS
<p>QUALITY OF ASSETS</p> 	<ol style="list-style-type: none"> 1 Achieve 35 green building certifications in FY2023 (out of which 31 to be Very Good / Gold or better) 2 GRESB: 1 point increase in score in FY2023 (GRESB 2022 Real Estate Assessment) to 80 	<ol style="list-style-type: none"> 1 Plan, publish and achieve aspirational recognised building management standards such as BREEAM, LEED or similar certification targets for >40% of the total number of assets in the CEREIT portfolio by YE2025 	
<p>CLIMATE CHANGE - DIRECT IMPACTS</p> 	<ol style="list-style-type: none"> 1 Identify and disclose the risks and financial measures to address acute material impacts from climate change 	<ol style="list-style-type: none"> 1 Identify and disclose the risks and financial measures to address acute material impacts from climate change 	
<p>IMPROVING ENERGY INTENSITY AND REDUCING CARBON FOOTPRINT</p> 	<ol style="list-style-type: none"> 1 Achieve 15% (as % of total leases in the portfolio) of leases or other agreements with green clauses 2 Complete setup of consumption data tool Deepki for energy, water, waste, GHG emissions 3 Complete energy audits on an asset level across the portfolio and provide AM plans for each asset towards Net Zero operational carbon emissions 	<ol style="list-style-type: none"> 1 Define and publish a set of property-level reduction targets to achieve Net Carbon Zero operational carbon emissions by 2040 target 	

MATERIAL TOPICS	TARGETS	
	2023 TARGETS	MID-TERM/LONG-TERM TARGETS
 <p>WATER MANAGEMENT NEW</p>	<ol style="list-style-type: none"> 1 Roll out water consumption management and leakage detection system across CEREIT's portfolio 2. Conduct analysis for viable business/ operating models of water tanks, focus on development and existing logistics/light industrial assets 	<ol style="list-style-type: none"> 1 Water usage, reuse and recycling: <ul style="list-style-type: none"> ● 100% of assets to be equipped with EU labelled sanitary equipment and reclaim and recycle rainwater for all newly purchased asset and all existing assets by 2030
 <p>WASTE REDUCTION NEW</p>	<ol style="list-style-type: none"> 1 Conduct as-is analysis of waste sorting practice across CEREIT's portfolio 	<ol style="list-style-type: none"> 1 Waste production in operations: All assets with common areas to have method of sorting common area waste for recycling/ recovery within three years of asset purchase (new assets) or 2030 for existing assets. A recycling/recovery solution will be promoted to tenants, where available, within 36 months of purchase 2 Raw materials consumption for new construction and major renovations: Each development must have a formal Net Zero carbon pathway by 2030
 <p>BIODIVERSITY NEW</p>	<ol style="list-style-type: none"> 1 Land artificialisation: Improve or maintain the external biodiversity of existing assets 	

09 SOCIAL / STAKEHOLDERS

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
 <p>STRONG PARTNERSHIPS</p>	<p>Forge strong local and overseas partnerships with various stakeholder groups relevant to CEREIT's operations</p>	<p>INVESTORS:</p> <ol style="list-style-type: none"> Increase % of institutional investors in the Unitholder register by at least 1 p.p. y-o-y ✘ Not achieved: dropped by 1 p.p from ~22% to ~21% Maintain or increase number of meetings held and number of investors / analysts met y-o-y ✔ Achieved: 170 (up from 140 last year) virtual and physical meetings <p>COMMUNITY:</p> <ol style="list-style-type: none"> Achieve at least S\$1,500 in total contributed community value per employee (directly contributed by the Manager) ✔ Achieved: More than S\$28,000 raised through direct contribution and fundraising (equivalent to ~ S\$2,154 total contributed community value per employee¹) <p>INDUSTRY:</p> <ol style="list-style-type: none"> Maintain active memberships and committee involvement in key industry associations REITAS and EPRA ✔ Achieved
 <p>TENANT-CUSTOMER SATISFACTION</p>	<p>Continually assess and respond to CEREIT's tenant-customers' changing needs through various channels, such as feedback sessions and tenant engagement surveys</p>	<ol style="list-style-type: none"> Improve benchmark engagement score for satisfaction with asset management by 1 p.p. ✔ Achieved: improved by 11 p.p. to 82% from 71%² Maintain Net Promoter Score (NPS) above peer average and a net-positive score as measured by industry-based peer benchmark (currently Real Service's RSCXI) ✔ Achieved: significant increase in NPS from -2.4 to 9.9, turning positive for the first time and well-above RSCXI of 4.8² Address all material issues from tenant-customer survey with local asset managers ✔ Achieved

¹ Based on 13 full-time employees of the Manager in FY 2022

² To align with CEREIT's GRESB performance, the targets and performance metrics for this target are the same as per the FY 2021 Sustainability Report. The 2022 tenant satisfaction survey will be reported in the 2023 report

SCORE CARD

MATERIAL TOPICS

DEFINITION

2022 TARGETS AND PERFORMANCE

**TALENT
ATTRACTION,
RETENTION AND
CAREER DEVELOPMENT**



Attract and retain talent across CEREIF’s manager and property manager organisations and adequately resource all roles within the business

- 1 Achieve an employee engagement score in FY 2022 at or above Group employee engagement score level
✘ **Not achieved:** employee engagement score fell marginally below group average and relevant global benchmarks
- 2 Achieve L&D hours at or above Group target of average 20 hours per employee of the Manager (in line with the Group’s targets)
✔ **Achieved:** 27.3 training hours per employee in FY 2022
- 3 Achieve and maintain total employee turnover at or below 10% (in line with the Group’s targets)
✔ **Achieved:** 0% total employee turnover for FY 2022
- 4 Achieve and maintain absentee rate at or below 3% (in line with the Group)
✔ **Achieved:** 0.52% absenteeism rate

**KEEPING
PEOPLE AND
COMMUNITIES SAFE**



Ensure that CEREIF’s Manager and Property Manager have workplace health and safety systems in place that cover all employees, tenant-customers and suppliers, with a focus on continuous improvement.

- 1 Maintain an effective business continuity and crisis management plan
✔ **Achieved**
- 2 Achieve zero notifiable and avoidable incidents of non-compliance of workplace health and safety systems (including non-employees and contractors)
✔ **Achieved:** for manager’s own premises and for assets under operational control based on asset manager’s confirmation

**CREATE AND
EMBRACE A DIVERSE
AND INCLUSIVE
WORKFORCE**



Create and embrace a diverse and inclusive workforce

- 1 To maintain appropriate level of D&I training (beyond compliance requirements)
✔ **Achieved:** all employees received training as part of “D&I training”

09 SOCIAL / STAKEHOLDERS

9.1 STRONG PARTNERSHIPS

Collaboration and strong partnerships are crucial for CEREIT to thrive as a business. Maintaining strong and positive partnerships can help CEREIT to implement sustainable practices throughout its supply chain, attract new investors, and engage with local communities, leading to progressive economic growth and social benefits. Therefore, it is crucial for the Manager to carefully select its partners to avoid negative partnerships which may tarnish its reputation and work collaboratively and to achieve its business goals while ensuring its commitment to sustainability and social responsibility.

INVESTMENT COMMUNITY

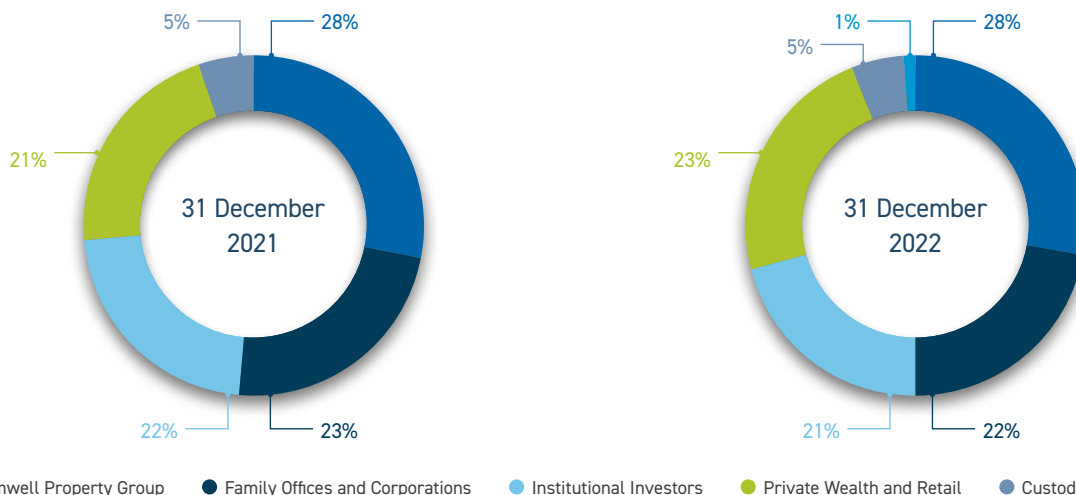
CEREIT engages with the investment community in a regular, proactive and open manner.

CEREIT's manager has a dedicated investor relations team that conducts a robust outreach program to build brand awareness and keep all Unitholders informed about the company's financial results and operating performance. Regular updates are given to stakeholders and any significant changes that could impact the unit price are immediately communicated. Since CEREIT is a publicly listed entity, the manager's investor communication activities follow CEREIT's market disclosure protocol and investor relations policy. The market disclosure protocol ensures that CEREIT discloses all price-sensitive information to the SGX-ST in a timely manner in accordance with the Listing Rules and that all Unitholders have equal and timely access to material information concerning CEREIT, including its financial position, performance, ownership and governance, subject to the Listing Rules. The investor relations policy outlines the principles and practices followed by the Manager to ensure

regular, effective and fair two-way communication with the investment community.

The Manager of CEREIT maintains regular communication channels with the investment community to provide updates on the company's performance, strategy, and transaction activities. This communication includes formal financial results briefings and dialogues, as well as two-way communication seeking the investment community's views. The manager engages in various means, such as investor relations, participation in local and regional conferences with Q&A sessions, one-on-one meetings, group teleconferences, site visits, and post-results investor briefings. In FY 2022, the management team conducted 170 (up from 140 in FY 2021) virtual and physical briefings and meetings, investor conferences, webinars and public investor forums, a 13% increase as compared to FY 2021. Through these, the management team engaged with close to 1,800 market participants.

Since IPO, the Manager has focused on transforming and diversifying CEREIT's Unitholder register. The current Unitholder base comprises more than 4,700 investors¹ (approximately twice the number as compared to IPO), with approximately 63% based in Singapore² and the other 37% from the UK, the Netherlands, Germany, the Nordics, South Korea, Taiwan, Hong Kong, Japan, Thailand, Malaysia, Australia, Philippines, the U.S. and Canada. The investor register remains very institutional, although the percentage of institutional investors dropped slightly to 21% (from 22% a year before), largely due to outflow of institutional capital from REITs on the back of negative segment sentiments due to rising interest rates and other macro and geopolitical factors.



¹ This number is based on CDP records, including CPF holders

² This percentage also includes the holdings of the Sponsor and the other two top-3 investors

INDUSTRY PARTNERSHIPS

The Manager is active in contributing to the growth of the real estate industry by participating in a number

of industry associations. A non-exhaustive list of memberships held by the Manager is shown below.

ASSOCIATIONS AND ORGANISATIONS	THE MANAGER'S INVOLVEMENT
European Public Real Estate Association (EPRA)	Head of Property is the chairman of EPRA's PropTech Legal counsel is a member of the regulatory sub-committee
REIT Association of Singapore (REITAS)	CEO is vice-chairman of the executive committee and Chairman of the promotions sub-committee of REITAS CFO sits on the regulatory sub-committee of REITAS
SGListCos	The Manager is a founding member
Singapore Business Federation (SBF)	The Manager is a founding member
Singapore Institute of Directors (SID)	CEO is a member
The Hong Kong Institute of Directors	CEO is a member
INSEAD Alumni Association (Singapore Chapter)	COO / Head of IR is a member

In 2022, senior team members of the Manager participated as speakers and panellists at a wide number of specialist conferences such as CLSA Singapore Hidden Jewels Access Day, Philip Securities Webinar, REITs Symposium 2022, DBS Property Conference (fireside chat), REITAS HSBC ESG Webinar, IREUS REIT Roundtable Seminar 2022, Citi Asia Pacific Property Conference 2022, Citi-REITAS-

SGX C-Suite Singapore REITS and Sponsors, Citi-SGX-REITAS REITs/Sponsors Forum 2022, SGX / NH Securities S-Corporate Day, EPRA Re-Think Conference, Expo Real, REITAS Annual Conference, Securities SIAS investor day and many others, where they shared their insights on the latest industry developments.

09 SOCIAL / STAKEHOLDERS

COMMUNITY ENGAGEMENT

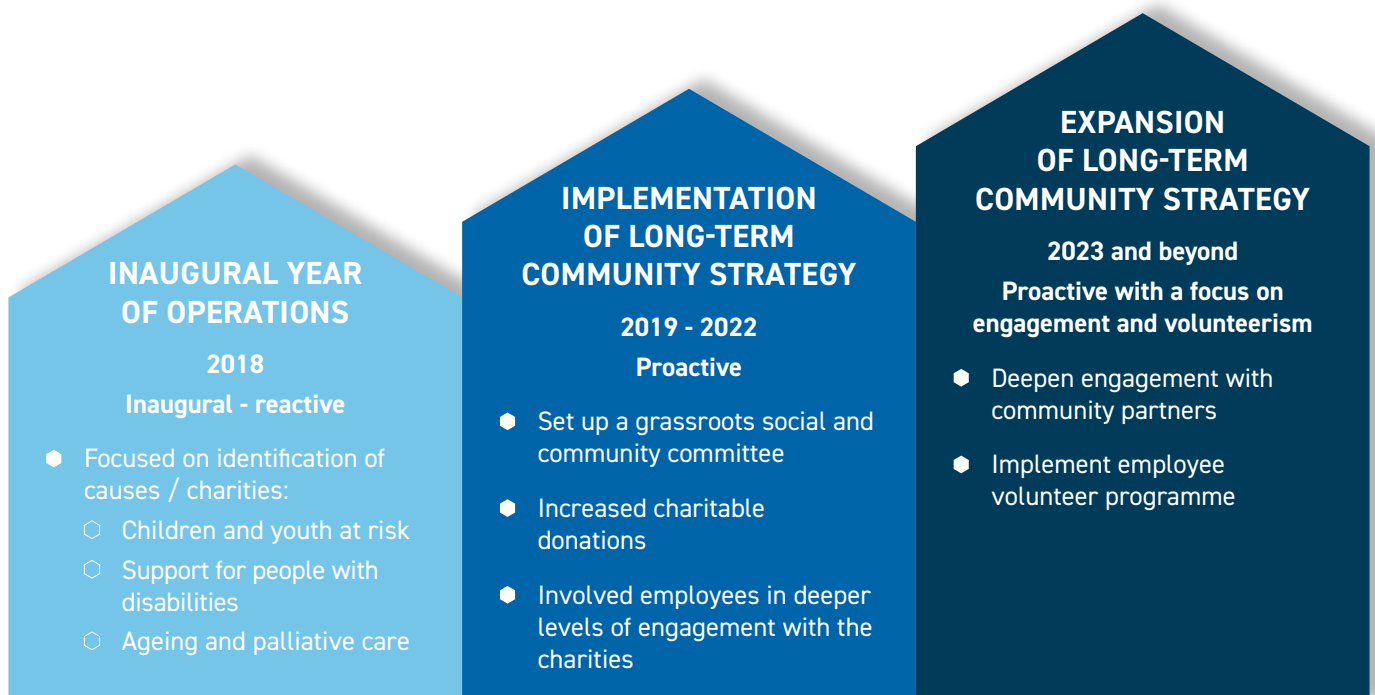
Building on existing community partnerships, the Manager seeks to create positive impact to the local communities in which it operates. To achieve this, the Manager has formulated a long-term community engagement strategy that focuses on deepening engagement with community partners, increasing financial donations and involving employees in volunteer and charitable activities. In 2022, the Manager fully resumed its outreach activities, following the easing of COVID-19 prevention measures.

The Manager is committed to supporting community development in meaningful ways and in areas where it can contribute its expertise and skill set, consistent with its core business. There are four key initiatives through which the Manager looks to make a difference in its local community. They are:

- **Employee volunteer programme (EVP):** The programme grants two days of paid leave each year to encourage employees to engage in community activities and support causes that are important to them. The EVP is an important platform for employees to support community organisations with their professional knowledge, skills and experience. After being
- **Team effort in fundraising and community participation:** The Manager has a grassroots social and community committee chaired on a rotational basis and tasked to implement the long-term community strategy
- **Corporate contributions:** These include sponsorships and events in partnership with various selected charity, community or industry bodies. In 2022, the Manager contributed S\$28,000 through fund-raising and direct contributions for two community partners – Child at Street 11 and WWF
- **Educational institution partnership.** The Manager has an established Real Estate Internship Programme (REIP) with National University of Singapore (NUS) Business School's Department of Real Estate. In line with the Manager's core business of real estate, fund and asset management services, it welcomes on average two interns per year

suspended for the past three years due to COVID-19, the Manager has restarted and re-popularised the programme in 2022. From 2023, all employees of the Manager are encouraged to fully utilise their volunteer leave

CEREIT'S JOURNEY TOWARDS LONG-TERM COMMUNITY ENGAGEMENT AND DEVELOPMENT



9.2 TENANT-CUSTOMER SATISFACTION

The Manager and the Property Manager recognise that a positive tenant-customer experience is vital to the long-term success and growth of CEREIT. At the same time, a poor tenant-customer experience and engagement could potentially affect retention rates and the adoption of CEREIT's sustainability commitments.

TENANT-CUSTOMER ENGAGEMENT SURVEY

The Property Manager of CEREIT has been conducting an annual tenant engagement survey since 2018. The survey is conducted by an independent third-party customer experience consultancy named Real Service, in full compliance with General Data Protection Regulation (GDPR) regulations. The survey aims to collect feedback from tenant-customers across CEREIT's portfolio on various factors such as building management, communication, security, and sustainability. The property teams then use the results and feedback to develop and implement asset-specific plans.

For the purpose of further alignment of reporting with the GRESB Real Estate Assessment cycle, this section covers the 2021 survey tenant-customer engagement survey which was already published in the previous year. The 2022 tenant-customer engagement survey was concluded in 1Q 2023 and will be reported in the 2023 Sustainability Report.

The 2021 survey was concluded with 133 participants from nine of CEREIT's 10 countries of operations. It was the first year in which tenant-customers from the Czech Republic and Slovakia were included, with only the United Kingdom (UK) not being included due to client onboarding at the time. The number of participants increased slightly from 128 in the

2020 survey and importantly, all feedback was collected through interviews, generating more meaningful output.

The 2021 survey saw the strongest results to date, with a NPS reported of +9.9, improving from -2.4 in the previous survey, well above Real Service's proprietary industry index NPS score (RSCXI) of -4.8. The results are a clear reflection of the Property Manager's effort to engage and build strong relations with its tenant-customer base. Moreover, the results demonstrate the increased levels of tenant engagement and support throughout COVID-19.

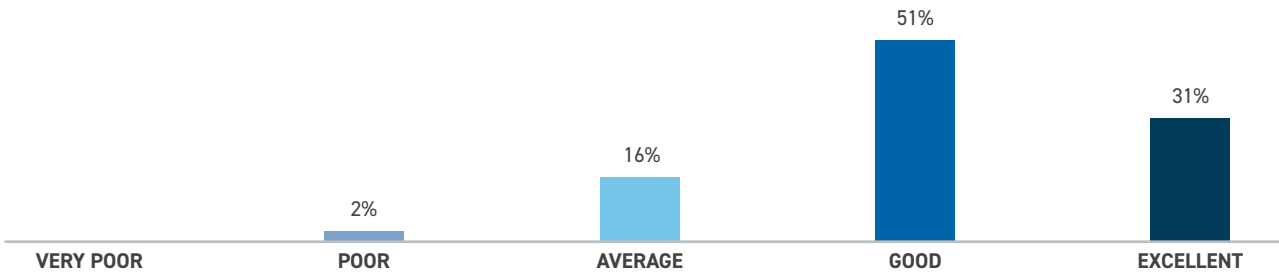
The Property Manager observed stronger scores in areas where the Property Manager has direct control or influence, such as 'Satisfaction with Asset Manager' at 82% (+5% vs 2020), 'Easy to work with' at 79% (+4% vs 2020), and 'Understanding needs' at 72% (+3% vs FY 2020). The areas which indicate room for improvement generally align to where engagement and / or tasks are undertaken by third party advisors e.g. facilities management, repairs and maintenance etc. In 2022, steps were taken to re-tender, restructure and replace advisors, where appropriate, to improve these services.

Another trend to note includes a growing tenant-customer focus on sustainability, which aligns with CEREIT's goal to implement further ESG initiatives across the portfolio.

Detailed interview transcripts have been shared with the local asset managers. CEREIT will endeavour to maintain positive NPS scoring going forward. The Property Manager will continue proactive engagement with tenant-customers base and drive third party advisors, to further improve outcomes.

09 SOCIAL / STAKEHOLDERS

2021 TENANT ENGAGEMENT SURVEY OVERALL SATISFACTION WITH ASSET MANAGEMENT



OVERALL SATISFACTION WITH ASSET MANAGEMENT SCORE TREND



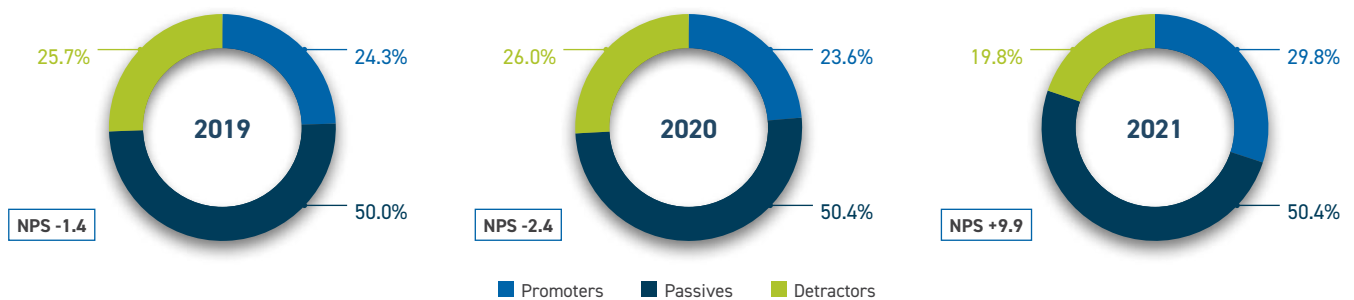
It is the people who make the difference. The contact is very easy. They are very accessible and we think along with each other.

A tenant-customer in the Netherlands: 9 / 10

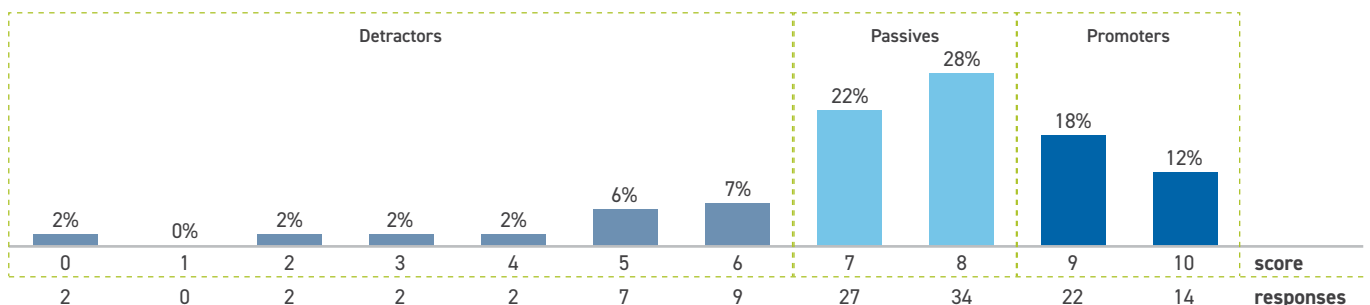
The dealings are uncomplicated, the relationship with the contact person is good and services are provided promptly and reliably.

A tenant-customer in Germany: 9 / 10

THREE-YEAR NPS TREND



PORTFOLIO NPS 9.9



HEALTH AND WELL-BEING

The Manager of CEREIT has been taking progressive steps to introduce initiatives that improve the health and well-being of its tenant-customers. These include catering to specific needs by implementing targeted programmes based on various themes such as community development, biophilic design and promotion of physical activities.

These programmes were developed based on feedback from the tenant satisfaction survey and regular engagements and tenant visits. The programs implemented across the ten countries vary in scope and nature, with efforts focused on improving indoor comfort and environmental quality, promoting mental well-being

and physical health, and fostering social inclusion and community engagement. These initiatives are expected to yield tangible benefits, promoting overall satisfaction and creating a healthier and more positive living and working environment.

To monitor the progress and effectiveness of the implemented programmes, the Manager uses tenant satisfaction surveys and regular visits to the tenant to track progress and gather feedback. The Manager also uses relevant certifications, such as the WELL and BREEAM certifications, to validate the effectiveness of these measures.

COUNTRY	HEALTH AND WELLBEING PROMOTION ACTIVITIES INTRODUCED
DENMARK	<p>Community development: In collaboration with Ejendomsvirke and the municipality, improved the infrastructure and access to Islevdalvej by broadening the asphalt to facilitate a safer entrance to Islevdalvej 142, Rødovre</p> <p>Lighting controls: Implemented lighting controls in its assets by switching to energy-efficient LED lighting and connecting them to timer functions, resulting in significant electricity savings</p> <p>Biophilic design: Enhanced the biodiversity of the area in Islevdalvej by planting trees</p>
FINLAND	<p>Physical activity: Offered yoga classes to tenant-customers</p>
POLAND	<p>Biophilic design: Introduced green lobbies by incorporating nature and greenery in the common areas of the lobby in Arkonska Business Park A1 and A2 in Gdańsk and Avatar in Kraków</p> <p>Community development: Organised various events for tenants, including coffee days, bike days, and activities to engage tenants in Business Garden in Poznan, which boasts a volleyball pitch</p>
THE NETHERLANDS	<p>Indoor comfort: Maintained WELL Certifications for Haagse Poort in Den Haag (Platinum) and Moeder Teresalaan 100 / 200 in Utrecht, to ensure indoor conditions meet the high standards of the certification for tenant-customer comfort</p> <p>Healthy eating: Installed a health food bar in the common entrance lobby and made green infrastructure improvements in common areas and surrounding assets to promote healthy eating at Haagse Poort in Den Haag</p>

09 SOCIAL / STAKEHOLDERS

COUNTRY	HEALTH AND WELLBEING PROMOTION ACTIVITIES INTRODUCED
FRANCE	<p>Physical health: Installed two defibrillators at Cap Mermoz in Maisons-Laffitte, Greater Paris Area</p> <p>Healthy eating: Introduced a catering solution in the Paryseine in Ivry-sur Seine, Greater Paris Area, that is also accessible to tenant-customers at the adjacent Lénine, in Ivry-sur Seine, Greater Paris Area. This allows occupants to enjoy balanced and delicious dishes at a lower cost while relaxing in a welcoming and convivial space</p> <p>Lighting control: 90% of CEREIF's French portfolio common areas have been equipped with LEDs. This also helps to improve security at night by reducing dark areas. Additionally, twilight detectors have been installed for added energy savings</p> <p>Promote environmental community: Promoted environmental sustainability by preserving local biodiversity with one such example being the beehives on the rooftop of Cap Mermoz in Maisons-Laffitte, Greater Paris Area. Additionally, the landlord provides bicycle stations at multiple properties to encourage environmentally friendly and healthy practices among tenant-customers</p>
ITALY	<p>Acoustic comfort: Installed internal sound-absorbing materials, insulation of facades and shells to reduce outside noise and less noisy MEP (Mechanical, Electrical, and Plumbing) systems have been installed in Via Nervesa 21 in Milan and Via dell'Amba Aradam 5 in Rome</p> <p>Biophilic design: Implemented biophilic design initiatives including installing bat houses in Via Fogliano 1 in Coccaglio, green walls in Pianciani and Via Nervesa 21 in Milan, a green roof at Via dell'Amba Aradam 5 in Rome on top of the ancillary building and planting new trees and grass in the parking lot</p> <p>Physical activities: Changed rooms with showers in Via Nervesa 21 in Milan and Via dell'Amba Aradam 5 in Rome to support sport activities</p> <p>Indoor air quality: Improved indoor air quality through the installation of new air handling units (AHU) for air purification and cleaning in Via dell'Amba Aradam 5 in Rome and Via Nervesa 21 in Milan, as well as the introduction of a policy to reduce VOC (volatile organic compounds) emissions in Piazza Afari 2 in Milan and Via Pianciani 26 in Rome</p> <p>Lighting control: Introduced skylights to increase natural sunlight in Via Fogliano 1 Coccaglio</p> <p>Thermal comfort: Installed new fancoils and replacement of electrovalves in Via Pianciani 26 in Rome and replaced the thermal power station in Cassiopea 1-2-3 in Milan</p> <p>Air quality: Monitor air quality in Via Nervesa 21 in Milan and Via dell'Amba Aradam 5 in Rome on an annual basis</p> <p>Liveability: Enhanced liveability by adding an infant changing room in Via dell'Amba Aradam 5 in Rome and replacing outdated bathrooms in Via Pianciani 26 in Rome</p> <p>Community creation: Improved tenant employee well-being by creating new seating areas with extendable external curtains on the terrace in Via Pianciani 26 in Rome to facilitate social interaction and enhance outdoor relaxation areas</p>



09 SOCIAL / STAKEHOLDERS

9.3 TALENT ATTRACTION, RETENTION AND CAREER DEVELOPMENT

Building an engaged, healthy, and capable workforce is a strong focus for Cromwell. Retaining and attracting talented employees strengthens partnerships with stakeholders and enhances operations for better economic outcomes. Initiatives to retain valued team members and attract new talent create a positive impact on employee morale, satisfaction and motivation.

CORPORATE VALUES

Values are at the core of Cromwell's operations. In early 2022, the company conducted more than 40 cultural workshops with 192 employees across the organisation, all of which contributed ideas and suggestions on how to best achieve this vision. Following this extensive process, Cromwell finalised three core values – 'Accountable', 'Progressive' and 'Collaborative' and the Manager has since adopted these in its day-to-day operations.

 we are accountable.	 we are progressive.	 we are collaborative.
ACCOUNTABLE	PROGRESSIVE	COLLABORATIVE
<p>We do what we say we will do and deliver outstanding performance</p>	<p>We challenge ourselves to embrace new perspectives and drive change</p>	<p>We respect and support each other, valuing the work others do</p>
<p>We aim to exceed all standards and have the courage to do what is right</p>	<p>We focus on creating value and seek out new possibilities</p>	<p>We partner across teams and borders with our investors and other stakeholders</p>
<p>We act with integrity always</p>	<p>We provide creative solutions and continuously improve together</p>	<p>We share ideas and encourage each other to perform at our best</p>

EMPLOYEE PROFILE

The Manager and the Property Manager are wholly-owned subsidiaries of the Sponsor. The Sponsor is a global real estate owner and investment manager that has been listed on the ASX since 2006.

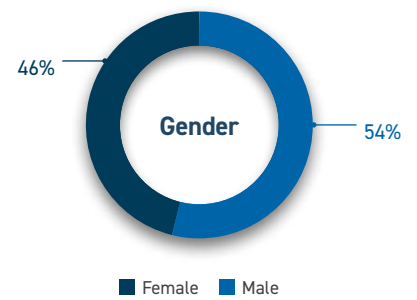
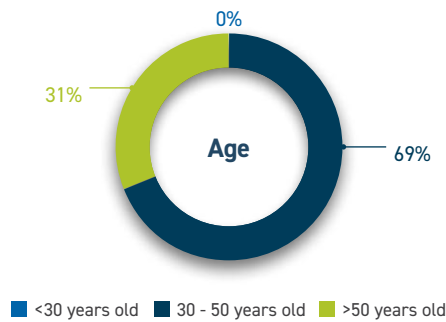
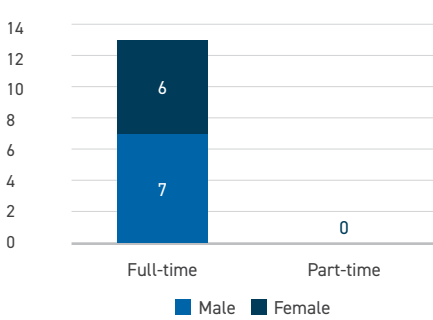
As at 31 December 2022, the Sponsor had more than 380 employees across 28 offices in 14 countries.

As the Manager of an SGX-ST listed REIT with assets in Europe, the Manager's team comprises an international team located in Singapore and Europe with extensive and varied functional experience in real estate and REIT management. As at the end of 2022, the team comprised 13 employees, with four full-time members in Europe and nine in Singapore. The Manager also had a total of three interns joining the team for an average of six to twelve weeks' time in 2022 which are not included in the analysis.

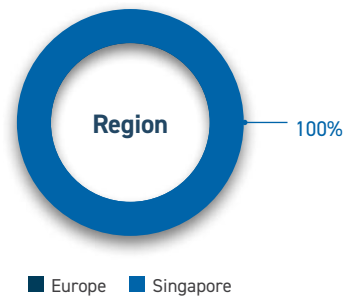
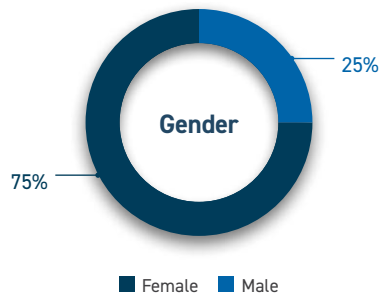
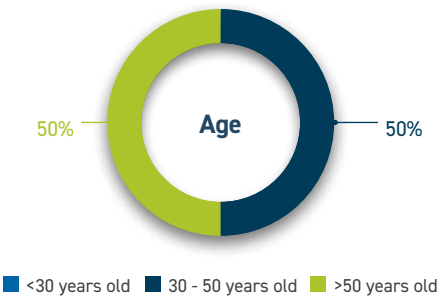
All 13 employees of the Manager as at end of 2022 were employed on a permanent basis. The Manager had 0% employee voluntary turnover, with four team members (28.6%) contributing to the total turnover during the year.

Further breakdown by employee profile, new hires and total turnover in 2022 are detailed in the charts below.

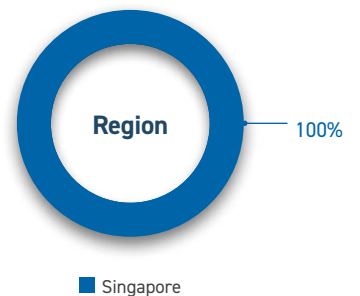
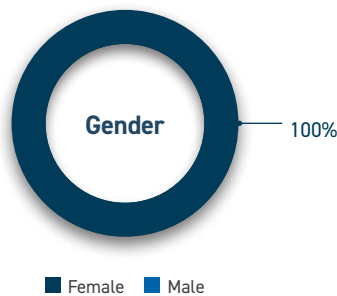
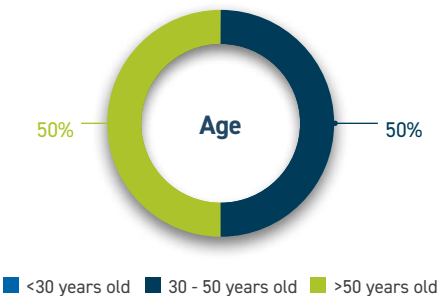
EMPLOYEE PROFILE



TOTAL EMPLOYEE TURNOVER

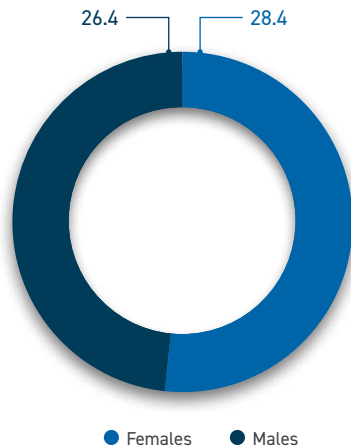


NEW HIRES

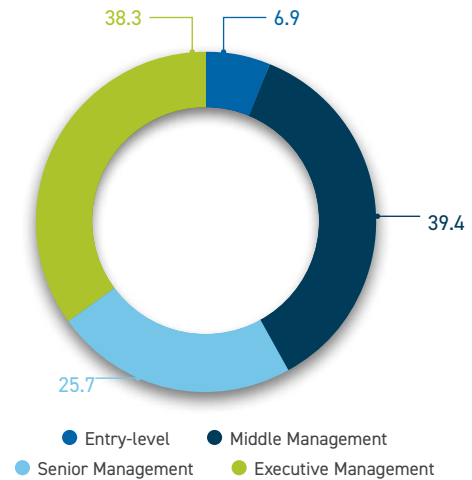


09 SOCIAL / STAKEHOLDERS

AVERAGE TRAINING HOURS BY GENDER



AVERAGE TRAINING HOURS BY EMPLOYEE CATEGORY



TALENT ATTRACTION AND PERFORMANCE MANAGEMENT

Attracting and retaining a diverse range of high-calibre talent is key to Cromwell's ability to execute its strategy. Cromwell actively monitors employee engagement across the business to understand, identify and act upon any areas of concern before they present a retention risk.

The Manager follows the Group's guidelines by offering a competitive compensation package that aligns with industry standards. The package includes annual health check-ups, comprehensive medical coverage, parental leave, mandatory retirement contributions, annual leave days well-above regulatory requirements (in Singapore) and access to company-sponsored mental health services. The benefits are regularly adjusted to comply with local labour regulations. All employees are entitled to parental leave, however no parental leave was taken during the year.

Discussions on performance are held on a regular basis to ensure that any improvement areas would be addressed in a timely manner. In 2022, 100% of employees received regular performance feedback.

TRAINING AND TALENT DEVELOPMENT

To support its employees in their career development, Cromwell invests in continuous learning and development. The Group utilises Workday – a human capital management software – to effectively track employees' growth in knowledge, experience, social and professional attributes. The learning and development framework ensures that before and after structured training occurs and that key training priorities are met.

In 2022, the average training hours per employee for the Manager were 27.3 (marginally down from 29.6 hours in 2021 but still above the group average). Training hours have decreased as compared to last year due to the absence of some one-off long training programmes in 2021 which were not repeated in 2022. Despite the decrease in training hours as compared to 2021, the Manager still ensures that the 2022 Group target of 20 training hours per employee per year was met and exceeded for the third year in a row, ensuring that employees receive necessary training to perform their job responsibilities effectively.

KEY TRAINING PRIORITIES	GOALS	EXAMPLES OF TRAINING CONDUCTED IN FY 2022
Compliance	Meet legislative requirements in the countries of operation through compulsory learning	<ul style="list-style-type: none"> ● Cromwell People Compliance Series: <ul style="list-style-type: none"> ○ Anti-bullying & harassment ○ Anti-discrimination ○ Workplace health and safety ○ Modern slavery awareness ○ D&I ● In-house compliance and legal briefings on anti-money laundering, anti-bribery, code of conduct, General Data Protection Regulation (GDPR) ● External sessions on industry rules and regulations
Leadership	Encourage a high-performance culture, structured and targeted to varying levels of leadership	<ul style="list-style-type: none"> ● Leadership trainings for supervisors, middle management, heads of functions and change management modules, supported by coaching ● Ethical leadership
Core Skills	Build core skills capability	<ul style="list-style-type: none"> ● People: interpersonal skills, stakeholder management, presentation ● IT: MS Office proficiency ● Specialised: finance and business-related training (i.e. financial forecasting and modelling)
Professional Development	Increasing knowledge and enabling cross sector awareness	<ul style="list-style-type: none"> ● Knowledge-sharing sessions through participation at networking events, seminars and conferences ● Regular participation in courses provided by industry associations and bodies such as REITAS and SID
Personal Development	Supporting personal growth and self-care	<ul style="list-style-type: none"> ● Personal development topics including the Cromwell well-being education series
Study Support	Advancing and building technical / professional capability	<ul style="list-style-type: none"> ● Advancing and building technical / professional capability

EMPLOYEE ENGAGEMENT

The Group conducts a yearly employee engagement survey to evaluate the level of engagement and gather suggestions on areas of improvement. The survey is designed to provide a formalised opportunity for employees to give feedback, which aids in the enhancement of the Group's strategies concerning its people and culture.

In 2022, 100% of the Manager's team participated in the annual group-wide employee engagement survey for the fourth year in a row. The average employee engagement score in this latest survey dropped marginally below the Group average and relevant global real estate sector benchmarks. The management team of the Manager is using the survey feedback to improve employee engagement through focusing efforts on further enhancement of training opportunities with a specific focus on career development plans, further D&I, subconscious bias education and continued focus on mental health.

09 SOCIAL / STAKEHOLDERS

9.4 KEEPING OUR PEOPLE AND COMMUNITIES SAFE

Cromwell places a strong emphasis on ensuring the health and safety of its employees, visitors, tenant-customers, and the general public. The company believes it is the right of every employee to work in a safe environment and is dedicated to implementing various safety measures to minimise the risk of accidents and injuries and maintain a safe working environment.

FOCUS ON PHYSICAL AND MENTAL WELL-BEING

Cromwell's continued focus on well-being aligns with Cromwell's values and purpose, increases engagement and in turn, improves overall performance and is supported by the Group's holistic well-being strategy.

Below are some key initiatives from the programme.

PHYSICAL WELL-BEING	EMOTIONAL WELL-BEING	SOCIAL WELL-BEING
<p>The primary physical risk to all of Cromwell's employees is identified as sedentary work. To combat this ongoing issue, the company has provided annual health check-ups that include physical activity and healthy eating consultations and comprehensive medical coverage.</p> <p>The Group also encourages physical activity through a 30-day global step challenge amongst others</p>	<p>Cromwell has been committed to mental health programmes to date, with yearly mental health workshops conducted throughout its operations. All of the Manager's employees in Singapore and Luxembourg have access to a company - sponsored, confidential mental well-being counselling service</p>	<p>Cromwell created opportunities for people to interact and share social enjoyment aimed at fostering connectedness and inclusion across the business. These activities included team / regional fitness challenges, virtual (and when able) in person weekly trivia competitions, producing content covering staff's personal interests, e.g., pets, cooking, curated music playlists and other interests</p>

OCCUPATIONAL HEALTH AND SAFETY

The Manager ensures compliance with all relevant local workplace health and safety regulations and adheres to applicable laws by reporting workplace incidents to relevant regulators and insurers. Minor incidents and near misses are recorded as well. Employees are able to report work-related hazards via the hazard report form or by approaching the office manager directly.

In FY 2022, Cromwell formalised a new global health, safety and well-being (HSW) policy as part of its HSW programme. The Group has also commissioned an audit against the requirements of ISO 45001:2018 (Occupational Health and Safety Management Systems) and will commence its accreditation against the standard in the following year.

In addition to ensuring the safety of its own employees, the Manager is also responsible for maintaining a healthy and productive environment for tenant-customers, visitors,

and contractors. CEREIT operates exclusively in countries with high social standards, providing adequate structures for training, awareness-raising, and emergency response procedures for health and safety. Where applicable, periodic indoor air quality testing or air ventilation duct cleaning is conducted on all properties annually in accordance with local legislation. Contracted companies are also required to comply with the safety requirements of both the Manager and the Property Manager. The incident-reporting protocols in place to allow for the escalation of incidents to relevant departments and facilitate the timely implementation of corrective actions to prevent similar occurrences.

The Manager is pleased to report that there were zero work-related fatalities, high-consequence injuries and ill-health amongst its employees, the Property Manager's employees and third-party contractors in FY 2022. There was only a minor non-fatal incident at one of CEREIT's properties in 2022.

9.5 DIVERSE AND INCLUSIVE WORKFORCE

In 2022 Cromwell adopted a new D&I strategy and established internal D&I committees in each of the regions. The strategy targets addressing engagement at all leadership levels, reducing the gender pay gap and promoting cultural diversity.

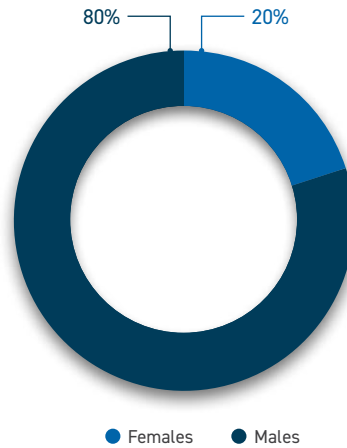
The Manager operates as part of Cromwell and recognises that a diverse, inclusive and safe culture not only promotes a sense of well-being among its employees but also increases engagement, which in turn supports strong performance, better decision-making, improved customer satisfaction, and higher productivity.

To support D&I, the Manager has adopted the Group's D&I policies and equal opportunity policies and has established a regional D&I sub-committee. This committee is tasked with championing and facilitating D&I initiatives and providing local insight into D&I actions. In terms of cultural diversity, which is a new area of focus for Cromwell, the Manager had 13 full-time employees from eight different nationalities in 2022. In Singapore, all employees but one are Singapore citizens or permanent residents, reflecting the Singapore Government's workforce objective for strong local core.

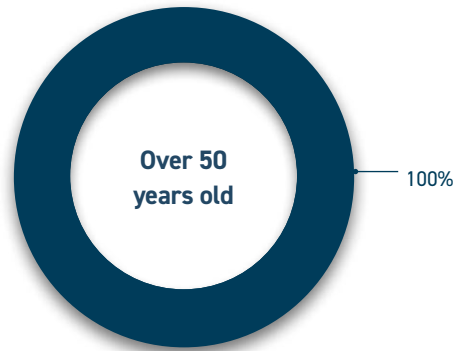
Reporting the gender percentage of management roles is crucial in promoting gender D&I in the workplace and helps the Manager drive accountability and transparency in achieving its goal of attaining a workplace that advocates gender equality. In 2022, females represented 38% in executive and senior management roles. The Board consists of 20% females and 80% males.

The Manager maintains a zero-tolerance stance on any forms of workplace harassment and has adopted all

BOARD GENDER REPRESENTATION





BOARD AGE GROUP



applicable Group P&C policies as listed below. In 2022, the Manager recorded zero cases of P&C-related concerns through the formally-established grievance channels as part of P&C policies.










P&C FOCUS AREA	POLICIES
Employment	<ul style="list-style-type: none"> Recruitment and selection Employee referral Termination
Career development	<ul style="list-style-type: none"> Training and development Performance management and improvement
Diverse, inclusive and safe workplace	<ul style="list-style-type: none"> D&I Equal opportunity Sexual harassment grievance procedures Human rights

09 SOCIAL / STAKEHOLDERS

MATERIAL TOPICS	2023 TARGETS	TARGETS	MID-TERM/LONG-TERM TARGETS
<p>TENANT-CUSTOMER SATISFACTION</p> 	<ol style="list-style-type: none"> 1 Maintain NPS above peer average and a net-positive score as measured by industry-based peer benchmark (currently Real Service's RSCXI) 	<p>TARGETS</p>	<ol style="list-style-type: none"> 1 Achieve 85% or above benchmark engagement score for satisfaction with asset management 2 Achieve and maintain positive NPS of 20 and above
<p>STRONG PARTNERSHIPS</p> 	<p>INVESTORS:</p> <ol style="list-style-type: none"> 1 Increase % of institutional investors in the Unitholder register by at least 1 p.p. y-o-y 2 Build new FO investor base, achieving at least 2% increase in register y-o-y 3 Continue to increase institutional debt and equity investor engagement as measured by number of meetings / number of market participants <p>COMMUNITY:</p> <ol style="list-style-type: none"> 1 Implement employee volunteer programme for the Manager and achieve 2 working days contribution to community volunteer work per employee of the Manager <p>INDUSTRY:</p> <ol style="list-style-type: none"> 1 Maintain active memberships and committee involvement in key industry associations SGListCos, REITAS and EPRA 	<p>TARGETS</p>	<p>INVESTORS:</p> <ol style="list-style-type: none"> 1 Identify and introduce appropriate investor satisfaction metrics (e.g. investor survey) and set long-term targets <p>INDUSTRY:</p> <ol style="list-style-type: none"> 2 Maintain active memberships and committee involvement in key industry associations REITAS and EPRA

MATERIAL TOPICS	TARGETS	
	2023 TARGETS	MID-TERM/LONG-TERM TARGETS
 <p>TALENT ATTRACTION, RETENTION AND CAREER DEVELOPMENT</p>	<ol style="list-style-type: none"> 1 Achieve L&D hours at or above Group target of average 20 hours per employee of the Manager (including 20 hours or above for male / female employees) 2 Conduct specific trainings covering 100% of Manager and the Property Manager employees covering: <ul style="list-style-type: none"> ● Ethical standards ● Relevant regulatory requirements ● Cyber-readiness ● Data privacy (GDPR and PDPA) 3 Commit to employers' Pledge of Fair Employment Practices and achieve at minimum status of 'Fair' employer under TAFEP (Singapore) by 2023 	
 <p>CREATE AND EMBRACE A DIVERSE AND INCLUSIVE WORKFORCE</p>	<ol style="list-style-type: none"> 1 Achieve and maintain a minimum representation of 30% of each gender at employee, supervisor and manager levels 2 Achieve and maintain a minimum representation of 30% of each gender at executive / senior leadership levels 3 Introduce and implement individual training and career-development plans for all employees of the Manager 	<ol style="list-style-type: none"> 1 Achieve and maintain at least 30% of each gender on the Board, ensuring that the directors' skills are confirmed as complementary and in compliance with the MAS and SID recommended standards
 <p>KEEPING OUR PEOPLE AND COMMUNITIES SAFE</p>	<ol style="list-style-type: none"> 1 Maintain an effective business continuity and crisis management plan 2 Achieve zero notifiable and avoidable incidents of non-compliance of workplace health and safety systems at Manager's and Property Manager's own premises (including visitors and contractors) 	<ol style="list-style-type: none"> 1 Implement effective supply chain evaluation procedures in line with Group policies and commitments to support human rights and to reinforce ethical practices across supply chains

10 GOVERNANCE

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
 <p>REGULATORY COMPLIANCE</p>	<p>Manage the Manager's overall compliance with relevant laws or regulations in the jurisdiction where CEREIT is listed and ensure that all employees of the Manager are adequately trained on such laws and/or regulations. Manage CEREIT's overall compliance with relevant laws and regulations (including social, environmental and economic areas) in the respective countries where CEREIT's assets are located</p>	<ol style="list-style-type: none"> Maintain ongoing formal training program on ethical standards covering 100% of employees  Achieved Maintain ongoing formal training program on relevant regulatory requirements covering 100% of the Manager and relevant service providers  Achieved
 <p>ANTI-CORRUPTION</p>	<p>Employees of the Manager and Property Manager to, at all times, refuse the offer, receipt of gifts or other advantages as an inducement to do something that is dishonest, illegal, or representing a breach of trust</p>	<ol style="list-style-type: none"> Ensure that all relevant service providers are aware and attest to the Manager's anti-bribery and anti-corruption policy  Partially achieved: Cromwell Property Group's procurement policy is in the process of being rolled out
 <p>TRUST, TRANSPARENCY AND GOVERNANCE</p>	<p>Develop and maintain a culture of continuous improvement, ethical conduct, good governance and ensuring that this culture is supported by robust systems and processes</p>	<ol style="list-style-type: none"> Maintain disclosure of specific sustainability targets as part of senior executives' KPIs that are remuneration-linked  Achieved Retain top 10 rankings in GIFT and SGTI annual surveys  Achieved Maintain majority independent board  Achieved

MATERIAL TOPICS	DEFINITION	SCORE CARD 2022 TARGETS AND PERFORMANCE
 <p>CYBER-READINESS AND DATA GOVERNANCE</p>	<p>Protect customers’ personal information and maintain trust and competency in Cromwell and CEREIT’s IT systems. Maintain real-time agility in the face of cyber-attacks and build resilience against these threats</p>	<ol style="list-style-type: none"> 1 Conduct yearly training program on cyber-readiness for 100% of employees ✔ Achieved 2 Maintain ISO27001 information security management systems certification ✔ Achieved: Attested by Chief Technology Officer of Cromwell Property Group

10.1. REGULATORY COMPLIANCE

Regulatory compliance by CEREIT has relatively positive impacts on its external environment. By complying with regulations, CEREIT ensures that it is adhering to the best practices accepted by the industry. This not only safeguards the environment but also promotes the well-being and security of its stakeholders. The disclosure of regulatory compliance fosters responsibility towards investors, tenants, and other stakeholders, which ultimately enhances trust and strengthens the relationships between them and CEREIT.

With strategic guidance from the Board, the Manager aspires to achieve the highest standards of corporate governance, ethical business conduct and regulatory compliance to manage risks and protect investors’ interest. Robust systems, processes and policies have been put in place across CEREIT and the Manager’s operations to achieve these goals.

The Manager is committed to continuous improvement in corporate governance practices. In 2022 the Manager maintained a clean compliance record with all the principles and provisions set out in the Code of Corporate Governance 2018 and other relevant global best-practice governance practices. The corporate governance section

of the 2022 Annual Report from pages 156 to 193 outlines in detail the practices of the Manager with reference to the principles of the Code of Corporate Governance 2018.

The Manager has developed and, on an ongoing basis, maintains a number of policies and procedures designed to provide a firm foundation for a trusted and respected business enterprise. Each policy is ‘owned’ by a senior management team member and applied across CEREIT and the Manager’s operations. Regular reviews of policies are conducted by the management team based on a risk-based approach, with critical policies reviewed at least annually and confirmation accorded by a delegation authority determined by the Board.

In 2022 the Group formalised several new policies including the HSW policy and the Group Environmental, Social and Governance (ESG) policy which provides guidance on CEREIT’s approach and positions on social and environmental topics. It is also in the process of rolling out its procurement framework which will align with the principles in the ISO 20400 Sustainable Procurement standard once formalised. More information on the HSW policy can be found in the “Occupational Health and Safety” section.

TOPICS COVERED BY THE ESG POLICY:

- Sustainability
- Greenhouse Gas (GHG) Management
- Water Conservation
- Environmental Management
- Energy Management
- Biodiversity
- Climate Change
- Waste Management
- Human Rights

10 GOVERNANCE

HUMAN RIGHTS

As the global business landscape evolves, companies are expected to identify, address, and mitigate any adverse impacts on human rights that may arise from their business activities, and to ensure that they are well-aligned with international human rights standards. A commitment to human rights is essential not just for ethical and legal reasons, but also helps to build trust amongst CEREIT and its stakeholders, ensuring long-term sustainability of its business.

Through the Group's ESG policy and Human Rights policy, the Manager and the Property Manager embed fundamental principles of human rights throughout business practices and various policies, so as to protect the rights of both their internal and external stakeholders. Human right impacts may occur across different material topics related to ensuring regulatory compliance, when keeping people and communities safe, maintaining a diverse and inclusive workforce, and when ensuring trust, transparency and governance within its business operations.

OPERATIONAL POLICIES, SYSTEMS, AND PRACTICES BY CORRESPONDING MATERIAL TOPICS

SUSTAINABILITY FRAMEWORK AREA	NAME OF POLICY / PROCEDURE	DESCRIPTION
Social / Stakeholders	Remuneration	Sets out the Manager's remuneration principles and practices for employees, executives and Directors with the aim to ensure that it attracts, retains and motivates the highest calibre employees
	Recruitment and selection	Ensure that best practice standards are maintained throughout the Manager's recruitment activities and that the necessary resources are provided to assist in the successful recruitment and selection of new employees
	Sexual harassment	Affirms the Manager's non-tolerance of sexual harassment, the responsibilities of the management and employees and the consequences of non-compliance
	Health, safety and well being policy	Outlines the commitment and expectations that CEREIT and the Manager have in ensuring the safety and protection of health and welfare of people.



SUSTAINABILITY FRAMEWORK AREA	NAME OF POLICY / PROCEDURE	DESCRIPTION
Governance	Anti-bribery and anti-corruption	Sets out the responsibilities of CEREIT, of the Manager and of each employee in observing and upholding the Manager's 'zero tolerance' position against all forms of corruption, bribery and extortion
	CEREIT procedures for price-sensitive projects	Defines controls and governance measures in relation to transactions and activities that have, or are likely to have, a material impact on the price of Units, or other securities
	Code of Conduct	<p>Articulates the standards of honesty, integrity, ethical and law-abiding behaviour expected of Directors, officers and employees.</p> <p>Cromwell acknowledges the role and responsibility it has in generating awareness and implementing steps to uphold human rights and minimise the risk of modern slavery practises in its operations and supply chains.</p> <p>The statements summarise the Group's approach to assessing and addressing the risks of modern slavery and the actions undertaken to increase stakeholder collaboration, strengthen policy responses and align its procurement practices with sustainable procurement principles.</p> <p>website link: https://www.cromwellpropertygroup.com/sustainability/sustainability-disclosures</p>
	Conflict of interest	Emphasises CEREIT and the Manager's commitment to ethical practice and business integrity and ensures that conflicts of interest are adequately dealt with
	Delegation of authority	Authority matrix for signing contracts and agreements
	Enterprise risk management	Documents the Manager's approach to proactive, enterprise-wide risk management
	General policy management	Outlines the policies and procedures for developing, implementing and the frequency of reviewing and revising policies and procedures
	Global IT code of practice	Sets out the standards and code to be observed on the use of computer equipment, email, internet, communication devices and emails
	Interested person transactions (also known as related party transactions)	Ensures that all Interested Persons transactions are appropriately identified and authorised by the relevant parties to ensure compliance with applicable regulations and business objectives and that all disclosures on transactions with Interested Persons are properly identified, reviewed and duly disclosed, as required by the authorities
	Outsourcing register procedures	Sets out the procedures to ensure compliance with MAS guidelines for financial institutions on risk management of outsourcing arrangements
	Personal data protection policy (Singapore)	Outlines the policy and procedures taken to manage the collection, usage, storage, disposal and disclosure of personal data
	Securities trading	Provides guidance on dealing in CEREIT related securities and / or any other shares, units, derivatives or other form of securities as may be determined from time to time
Whistle-blowing	Defines accessible, trusted and confidential channels for internal and external stakeholders including but not limited to employees, applicants for employment, contract workers, vendors, purchasers, contractors, and the general public to report any issues of concern either anonymously or otherwise, without fear of reprisal	

10 GOVERNANCE

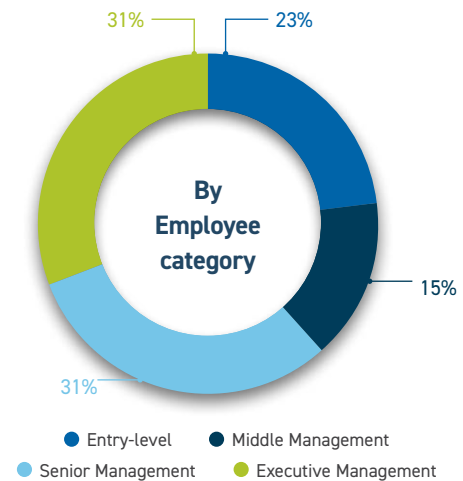
10.2. ANTI-CORRUPTION

ANTI-CORRUPTION AND ANTI-BRIBERY

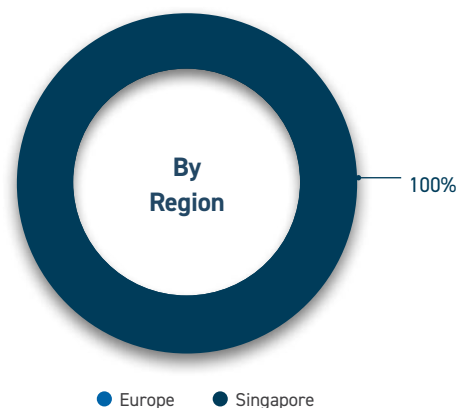
Anti-corruption and anti-bribery practices promote fair and ethical business practices, increasing the trust and confidence between CEREIT and its stakeholders, and enhance the reputation of CEREIT. The likelihood of negative environmental or social impacts associated with corrupt business practices are also reduced. Therefore, it is crucial that the Manager adopts a zero-tolerance stance against bribery and corruption. This stance is supported by a specific 'Anti-bribery and anti-corruption' policy that sets out expectations of the employees to uphold the Manager's core values and not to engage in any corrupt or unethical practices. The policy also guides the giving and receipt of corporate gifts and concessionary offers, amongst others.

The Manager has also adopted and adheres to the key Cromwell Property Group policies which aim to establish and reinforce the highest standards of integrity and ethical business practices. These policies are reviewed regularly on a risk-based approach and communicated to all employees throughout the year, along with the procedures for raising any concerns on policy breaches. In 2022, 100% of the Board and the Manager's employees have been communicated to on the anti-corruption policies and procedures and completed mandatory training on anti-corruption policies and procedures.

EMPLOYEES THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION



BOARD MEMBERS THAT HAVE RECEIVED TRAINING ON ANTI-CORRUPTION



The Manager has adopted a series of measures to prevent corruption and unethical behaviour that complement the anti-bribery and anti-corruption policy. These include:

- Outlining the responsibilities of all employees to uphold anti-corruption and anti-bribery principles;
- Informing and guiding employees on how to pre-emptively identify and avoid instances of corruption;
- Implementing policies such as the 'Supplier Code of Conduct' that outlines standards of conduct expected of suppliers and agents acting on behalf of the Manager; and
- Enforcing the Manager's stance on zero-tolerance for breaches and gateway thresholds for short-term and long-term incentives requiring compliance with the Manager's Code of Conduct and ethical behaviour standards

The Manager acknowledges that geopolitical risks play an important part in the growth of CEREIT and constantly monitors exposure to events such as political leadership uncertainty, inconsistent public policies and social unrest in all jurisdictions in which it operates in.

In FY 2022, CEREIT had assets and operations in 10 European countries. To mitigate the risks associated with having operations in countries which are at present rated as "medium-risk" in the Corruption Perceptions Index 2022 published annually by Transparency International which ranks countries on the basis of their perceived levels of public sector corruption, the Manager has put in place a comprehensive investment assessment process that includes careful analysis and understanding of country risks.

Country-specific risks are part of the initial investment feasibility assessment stage. In countries where the perceived risk of corruption is higher, careful consideration is placed on the suitability of investing in that particular jurisdiction. Such risks are assessed and tabled to the Board as part of overall risk assessment. Regular monitoring and risk mitigating action plans will also have to be sufficiently addressed.

As a matter of practice, where the Manager has determined that there is a greater level of bribery or corruption risk

attached to any particular area of business, country of investment, asset or when working with an associated person such as new business partners, contractors or agents, rigorous due diligence checks are conducted prior to engaging in any business activities with the associated person. Processes are also in place to adequately address and mitigate the risk(s), including an ethical standard audit and corruption risk assessment as part of the ERM process. In FY 2022, there were zero confirmed cases or incidents of corruption.

ANTI-MONEY LAUNDERING AND COUNTERING THE FINANCING OF TERRORISM

As a holder of a capital markets services license issued by MAS, the Manager abides by the MAS' notices and guidelines on the prevention of money laundering and countering the financing of terrorism. Under these guidelines, the main obligations of the Manager are:

- evaluation of risk;
- customer due diligence;
- suspicious transaction reporting;
- record keeping;
- employee screening and representative screening; and
- training

The Manager has developed and implemented a specific policy on the prevention of money laundering and terrorist financing and is alert at all times to suspicious transactions. The Manager performs due diligence checks on its counterparties in order to ensure that it does not enter into business transactions with terrorist suspects or other high-risk persons or entities.

The Manager routinely screens its counterparties through the World-Check One screening platform, which screens against sanctions lists published by, including, but not limited to, the Financial Action Task Force ("FATF"), the United Nations, Office of Foreign Asset Control ("OFAC") of the United States Department of Treasury, Office of Financial Sanctions Implementation ("OFSI") (UK) and the European Union. This includes the latest sanction lists issued in relation to the Russian invasion of Ukraine.

10 GOVERNANCE

10.3. TRUST, TRANSPARENCY AND GOVERNANCE

Effective risk management is integral to the delivery of CEREIF's strategy, especially during periods of increased competition and uncertainty. Trust, transparency, and good governance helps to promote accountability of CEREIF, boosts investor confidence and opportunities for economic growth. Relationships between CEREIF and its stakeholders are also improved with practices of good governance. Hence, the Board works with the Manager to ensure that sound risk management systems are in place, enabling timely reaction to opportunities when they arise, and reducing the chance of any associated financial and reputational loss.

CEREIF's ERM policy and supporting framework promotes an understanding of risk and opportunities and to manage identified risks for the benefit of Unitholders and other stakeholders. The framework is aligned with Cromwell Property Group policies and leading industry practices and guidelines, including the Risk Governance Guidance for Listed Boards, Board Risk Committee Guide (2016), the Singapore Code of Corporate Governance 2018 and SGX-ST Listing Rule 1207(10). Activities undertaken include a combination of monitoring of risk through regular meetings of the ARC; maintaining a risks register outlining risks; risk ratings and controls; and testing of adherence to established processes for all functions. Risk management frameworks cover major management processes; such as compliance, due diligence, asset plans, property management reports, debt plans and capital and maintenance programmes.

ENVIRONMENTAL RISK MANAGEMENT

The Manager is progressively putting plans in place to address several new major ESG-related regulations introduced or effected in its countries of operations. These are addressed in the Board statement, in the CEO message and covered in more detail in the Environmental section of this report from pages 28 to 55.

BUSINESS CONTINUITY

The Manager maintains its business continuity framework up-to-date and aligned with the MAS Business Continuity Management guidelines, including more robust pandemic response in its BCP during its annual review and conducting annual testing.

SUPPLY CHAIN MANAGEMENT

The Manager is dedicated to responsible procurement practices, including the protection and promotion of fundamental human rights across its direct operations and supply chain.

Cromwell recognises that the suppliers it engages can impact the extent to which it achieves its sustainability goals, and that integrating sustainability into the procurement processes supports positive contributions to worker rights, legal and environmental obligations and promotes economic equity throughout the supply chain. Reflecting this belief, Cromwell's procurement framework, which was initially developed in 2020, aligns with the ISO20400 principles of Sustainable Procurement.

As part of Cromwell Property Group, the Manager and the Property Manager abide by Cromwell's human rights policy and Cromwell's Modern Slavery Statement. These can be found in the sustainability section of Cromwell's website.

The Manager has adopted and abides by Cromwell's Supplier Code of Conduct which sets out expectations for suppliers to comply with relevant laws including but not limited to those governing consumer protection, environment, social, anti-competition, human rights, modern slavery and health, safety and welfare laws. Service providers assessed to have higher risks in their supply chains on their approach to modern slavery are generally required to sign the Supplier Code of Conduct. Rigorous due diligence checks are performed prior to engaging in any business activities with potential high-risk suppliers to ensure that their business practices are in line with the ethical standards required by Cromwell.

WHISTLE-BLOWING PRACTICES

A whistle-blowing policy and other procedures are put in place to provide well-defined, accessible and trusted channels by which a person or entity, including but not limited to employees, applicants for employment, contract workers, vendors, purchasers, contractors or the general public may in good faith make a report either anonymously or otherwise, of suspected fraud, corruption, dishonest practices or other improprieties without fear of reprisal. The Manager received no whistle-blowing complaints in 2022.

10.4. CYBER READINESS AND DATA GOVERNANCE

Protecting stakeholders' personal information, maintaining trust and competency in IT systems and preventing cybercrime extends to all areas of the business.

Implementation of cyber readiness and data governance policies safeguards sensitive information of stakeholders from cyber threats and attacks, preserving the trust and confidence placed in the organisation by its stakeholders. Business continuity of CEREIT is safeguarded as well, as disruptions to its operations arising from potential cyber threats are minimised. With effective mitigation of associated risks, market stability is maintained.

Operating within the Group's IT infrastructure, the Manager adopts and adheres to prevalent Group policies and practices. Cromwell has attained the ISO27001 information security management systems certification and maintained it in 2022, leading to improved operational processes and increased sophistication in the governance infrastructure.

Data handling and protection practices aligned with GDPR regulations in Europe have been put in place by Cromwell, including the Manager, amidst growing threats to cyber-security and data theft. In order to continuously ensure compliance, a tailored online training programme is put in place through the Group's human capital management software, Workday, to ensure that all employees are aware of how to comply with GDPR regulations during daily operations. The modules are mandatory and 100% of all full-time, contract and part-time employees of the Manager working in Europe and Singapore have completed the

training programme that covers the full range of topics across the various GDPR requirements, i.e:

- ◆ Introduction
- ◆ Data protection
- ◆ Data handling
- ◆ Third Party Policy
- ◆ Data Protection Impact Policy
- ◆ Data Breach Policy
- ◆ Data Subject Request Policy
- ◆ Data Protection Risk Management
- ◆ Physical security
- ◆ IT code of practice

The Manager is pleased to report zero breach of customer privacy and losses of customer data across its countries of operations in 2022.

In Singapore, the Manager also further aligns its cyber practices to comply with the MAS Technology Risk Management guidelines and maintains regularly updated policy and practices in accordance with PDPA.

10 GOVERNANCE

MATERIAL TOPICS	TARGETS	
	FY 2023 TARGETS	MID-TERM/LONG-TERM TARGETS
 <p>REGULATORY COMPLIANCE</p>	<ol style="list-style-type: none"> Maintain a compliance record, materially complying with applicable laws and regulations, including SGX-ST, MAS and Lux SE Maintain a clean record with: <ul style="list-style-type: none"> Zero significant monetary fines or non-monetary sanctions incurred for non-compliance with environmental laws and regulations Zero material non-compliance with laws and regulations in the social and economic area Zero material incidents of non-compliance concerning health and safety of employees 	
 <p>ANTI-CORRUPTION</p>	<ol style="list-style-type: none"> Maintain a clean record with: <ul style="list-style-type: none"> Zero confirmed cases of corruption, bribery, fraud or misappropriations Ensure that all relevant service providers maintain awareness and attest (on an annual basis) to the Manager's anti-bribery and anti-corruption policy 	
 <p>TRUST, TRANSPARENCY AND GOVERNANCE</p>	<ol style="list-style-type: none"> Retain position in relevant governance and ESG ratings as follows: <ul style="list-style-type: none"> Maintain top 10 rankings in GIFT and SGTI annual surveys Maintain MSCI ESG "AA" rating Maintain Sustainalytics risk score in the lowest risk category "Negligible risk" 	<ol style="list-style-type: none"> Maintain at least half independent board Maintain GRESB public disclosure score of 'A' Achieve EPRA's BPR Gold standard Maintain a clean record with: <ul style="list-style-type: none"> Zero material cases that require dispute resolution to resolve contract interpretation and arbitrations Zero material legal actions for anti-competitive behaviour, anti-trust or monopoly practices Zero substantiated case of whistle-blowing
 <p>CYBER-READINESS AND DATA GOVERNANCE</p>	<ol style="list-style-type: none"> Maintain ISO27001 information security management systems certification 	<ol style="list-style-type: none"> Maintain ISO27001 information security management systems certification

11 NON-EXHAUSTIVE GLOSSARY OF TERMS AND FIRST MENTIONS

TERMS AND FIRST MENTIONS	
“1Q 2022”	1 January to 31 March 2022
“1Q 2023”	1 January to 31 March 2023
“€” or “Euro”	Euro Dollar
“AEI(s)”	Asset enhancement initiative(s)
“Aggregate leverage”	The ratio of a REIT’s debt to its total deposited property value, also known as “gearing”
“AGM”	Annual general meeting
“APREA”	Asia Pacific Real Assets Association
“ARC”	Audit and risk committee
“ASX”	Australian Securities Exchange
“BCP”	Business continuity planning
“BMS”	Building management system
“Board of Directors” or the “Board”	Board of Directors of the Manager
“BREEAM”	Building Research Establishment Environment Assessment Method
“capex”	Capital expenditure
“CBRE”	CBRE Limited
“CEO”	Chief executive officer
“CEREIT’s Annual Report” or “Annual Report”	Cromwell European REIT’s annual report for the financial year ended 31 December 2022
“CFO”	Chief financial officer
“CIS Code”	The Code on Collective Investment Schemes
“Company Secretary”	Company secretary of the Manager
“CO ₂ e”	Carbon dioxide equivalent
“COO”	Chief operating officer
“Cromwell European REIT” or “CEREIT”	Cromwell European REIT
“Cromwell”, the “Sponsor” or the “Group”	Cromwell Property Group, an ASX-listed stapled security comprising Cromwell Corporation Limited and the Cromwell Diversified Property Trust
“CRREM”	Carbon Risk Real Estate Monitor
“CSRD”	Corporate Sustainability Reporting Directive
“D&I”	Diversity and inclusion
“Deepki”	Data management platform designed to digitalise the management of large property portfolios
“Director(s)”	Director(s) of the Manager
“DPU”	Distribution per Unit
“EGM”	Extraordinary general meeting
“EMS”	Environment management system
“EMTN”	Euro medium-term note
“EPC”	Energy performance certificate
“EPRA”	European Public Real Estate Association
“EPRA sBPR”	EPRA Sustainability Best Practices Recommendations
“ERM”	Enterprise risk management
“ESG”	Environment, social and governance
“EU”	European Union

11 NON-EXHAUSTIVE GLOSSARY OF TERMS AND FIRST MENTIONS

TERMS AND FIRST MENTIONS

“EY”	Ernst & Young LLP
“Fitch Ratings”	Fitch Ratings Singapore Pte Ltd
“FTSE”	The Financial Times Stock Exchange Group, now known as the FTSE Russell Group
“FY 2018”	1 January 2018 to 31 December 2018
“FY 2019”	1 January 2019 to 31 December 2019
“FY 2020”	1 January 2020 to 31 December 2020
“FY 2021”	1 January 2021 to 31 December 2021
“FY 2022”	1 January 2022 to 31 December 2022
“GDPR”	General Data protection Regulation
“GFA”	Gross floor area
“GHG”	Greenhouse gases
“GIFT”	Governance Index For Trusts
“GRESB”	Global Real Estate Sustainability Benchmark
“GRESB Real Estate Assessment”	GRESB’s investor driven global ESG benchmark and reporting framework for listed property companies, private property funds, developers and investors that invest directly in real estate
“GRI”	Global Reporting Initiative
“HVAC”	Heating, ventilation and air-conditioning
“HSW”	Health, safety and well-being
“IPO”	Initial public offering
“IT”	Information technology
“KMP”	Key management personnel of the Manager
“KPI(s)”	Key Performance Indicators
“KWh”	Kilowatt-hour
“L&D”	Learning & development
“LEED”	Leadership in Energy and Environmental Design
“Listing Date”	30 November 2017
“Listing Manual”	The Listing manual of the SGX-ST
“Listing Rules”	Listing rules of the SGX-ST
“Lux SE”	Luxembourg Stock Exchange
“Manager” or “CEREIT Manager”	Cromwell EREIT Management Pte. Ltd.
“Management” or the “management team”	The management team of the Manager
“MAS”	Monetary Authority of Singapore
“Moody’s”	Moody’s Corporation
“MSCI”	MSCI Inc or MSCI ESG Research LLG
“MWh”	Megawatt-hour
“NAV”	Net asset value
“NLA”	Net lettable area
“NPS”	Net Promoter Score® is a customer service metric that tracks customer loyalty to a specific brand or service

TERMS AND FIRST MENTIONS

“NOI Yield”	NOI yield is calculated as the annualised Day 1 net operating income pre-asset management fees divided by the purchase price including purchase costs
“NPI”	Net property income
“p.p”	Percentage points
“P&C”	People & Culture
“PDPA”	Personal Data Protection Act 2012 of Singapore
“Property Funds Appendix” or “PFA”	Appendix 6 of the CIS Code issued by the MAS in relation to property funds
“Property Manager”	Cromwell Europe Limited
“PUP”	Performance unit plan
“RCF”	Revolving credit facility
“REIT”	Real estate investment trust
“REITAS”	REIT Association of Singapore
“Related Party Transaction(s)”	Refers to an “Interested Person” under the Listing Manual and/or as the case may be, an “Interested Party” under the Property Funds Appendix
“S\$”	Singapore Dollars
“SaaS”	Software as a service
“SFDR”	Sustainable Finance Disclosure Regulation, Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector, as amended or restated from time to time
“SDG”	Sustainable Development Goal
“SGTI”	Singapore Governance and Transparency Index
“SGListCos”	Association representing companies listed on the Mainboard and Catalist of SGX-ST
“SGX-ST”	Singapore Exchange Securities Trading Limited
“SIAS”	Securities Investors Association (Singapore)
“SID”	Singapore Institute of Directors
“sqm”	Square metres
“SR”	Sustainability Report
“Sustainalytics”	Morningstar Sustainalytics
“tCO₂”	Total carbon dioxide
“TCFD”	Taskforce on Climate-Related Financial Disclosures
“Trust Deed”	The trust deed constituting CEREIT dated 28 April 2017 (as amended, varied or supplemented from time to time)
“UK”	United Kingdom
“UN”	United Nations
“Units”	Units of CEREIT
“Unitholders”	Unitholders of CEREIT
“WADE”	Weighted average term of debt maturity in years
“WALE”	Weighted average lease expiry, defined as weighted average lease expiry by headline rent based on the final termination date of the agreement (assuming the tenant-customer does not terminate the lease on any of the permissible break date(s), if applicable)
“WELL”	WELL building standard, issued by international WELL building institute
“y-o-y”	Year on year

12 LIST OF PROPERTIES

APPENDIX 1 - PROPERTIES INCLUDED IN SUSTAINABILITY REPORT

PROPERTY PORTFOLIO OVERVIEW (AS AT 31 DECEMBER 2022)

The 113 properties highlighted in blue were subject to submission for GRESB 2022 Real Estate Assessment in June 2022.

BUILDING NAME	ADDRESS	CITY	NLA (sqm)
THE NETHERLANDS			
Light Industrial / Logistics			
Veemarkt	Veemarkt 27-75 / 50-76 / 92-114	Amsterdam	21,957
	Rosa Castellanosstraat 4	Tilburg	8,638
	Boekweitstraat 1 - 21 & Luzernestraat 2 - 12	Nieuw-Vennep	8,471
	De Immenhorst 7	's Heerenberg	15,109
	Capronilaan 22 - 56	Schiphol-Rijk	5,364
	Kapoeasweg 4 - 16	Amsterdam	5,494
	Folkstoneweg 5 - 15	Schiphol	5,006
Office			
Haagse Poort	Prinses Beatrixlaan 35 - 37 & Schenkade 60 - 65	Den Haag	68,502
Central Plaza	Plaza 2 - 25 (retail) / Weena 580 - 618 (offices)	Rotterdam	33,263
Bastion	Willemsplein 2 - 10	's-Hertogenbosch	31,979
	Moeder Teresalaan 100 / 200	Utrecht	21,922
	De Ruyterkade 5	Amsterdam	8,741
	Koningskade 30	Den Haag	5,697
	Blaak 40	Rotterdam	7,800
ITALY			
Light Industrial / Logistics			
CLOM (Centro Logistico Orlando Marconi)	Via del Lavoro	Monteprandone	156,888
	Via dell'Industria 18	Vittuone	54,975
	Via Fogliano 1	Coccaglio	44,643
	Via Fornace snc	Mira	27,937
	Strada Provinciale Adelfia	Rutigliano	29,638
Office			
Piazza Affari 2	Piazza degli Affari 2	Milan	7,787
	Via dell'Amba Aradam 5	Rome	16,689
	Via Pianciani 26	Rome	10,725
Building F7-F11	Viale Milanofiori 1	Assago	16,111
	Via Nervesa 21	Milan	9,712
	Via Camillo Finocchiaro Aprile 1	Genova	15,538
Nuova ICO	Via Guglielmo Jervis 9,	Ivrea	20,428
Cassiopea 1-2-3	Via Paracelso 22-26,	Milan	11,500
	Via della Fortezza 8,	Florence	9,139
	Corso Lungomare Trieste 29,	Bari	11,674
	Corso Annibale Santorre di Santa Rosa 15,	Cuneo	8,794
	Via Rampa Cavalcavia 16-18,	Venice Mestre	4,081
Others			
	Viale Europa 95	Bari	123,261
Starhotels Grand Milan	Via Varese 23	Saronno	17,400
	Via Madre Teresa 4	Lissone	11,765
	Via Salara Vecchia 13	Pescara	15,998
	Via Brigata Padova 19	Padova	8,151

BUILDING NAME	ADDRESS	CITY	NLA (sqm)
FRANCE			
Light Industrial / Logistics			
Parc des Docks	50 rue Ardoin, Saint Ouen	Greater Paris Area	73,372
Parc des Guillaumes	58 rue de Neuilly – 2 rue du Trou Morin, ZAC des Guillaumes, Noisy-le-Sec	Greater Paris Area	18,719
Parc des Grésillons	167-169 avenue des Grésillons, Gennevilliers	Greater Paris Area	10,064
Parc du Landy	61 rue du Landy, Aubervilliers	Greater Paris Area	12,763
Parc Delizy	32 rue Délizy, Pantin	Greater Paris Area	12,415
Parc Urbaparc	75-79 rue du Rateau, La Courneuve	Greater Paris Area	12,607
Parc Béziers	2 Rue Charles Nicolle, Villeneuve-lès-Béziers	Villeneuve-lès-Béziers	8,944
Parc du Merantais	1-3 rue Georges Guynemer, Magny-Les-Hameaux	Greater Paris Area	10,312
Parc des Érables	154 allée des Érables, Villepinte	Greater Paris Area	8,077
Parc Jean Mermoz	53 rue de Verdun – 81, rue Maurice Berteaux, La Courneuve	Greater Paris Area	6,005
Parc le Prunay	13-41 rue Jean Pierre Timbaud, ZI du Prunay, Sartrouville	Greater Paris Area	9,441
Parc Locaparc 2	59-65 rue Edith Cavell, Vitry-sur-Seine	Greater Paris Area	5,614
Parc Louvresses	46-48 boulevard Dequevauvilliers, Gennevilliers	Greater Paris Area	7,621
Parc de Champs	40 boulevard de Nesles, ZAC le Ru du Nesles, Champs sur Marne	Greater Paris Area	7,051
Parc Acticlub	2 rue de la Noue Guimante, ZI de la Courtillière, Saint Thibault des Vignes	Greater Paris Area	8,055
Parc Parçay-Meslay	21 Les Papillons, Parçay-Meslay	Parçay-Meslay	5,232
Parc Sully	105 route d'Orléans, Sully-sur-Loire	Sully-sur-Loire	15,500
Office			
Cap Mermoz	38-44 rue Jean Mermoz, Maisons- Laffitte	Greater Paris Area	11,224
Paryseine	3 Allée de la Seine, Ivry-Sur Seine	Greater Paris Area	20,776
Lénine	1 rue de Lénine, 94200 Ivry-Sur Seine, Ivry-Sur Seine	Greater Paris Area	2,320
POLAND			
Office			
Business Garden	2, 4, 6, 8 and 10 Kolorowa	Poznań	42,268
Green Office	80, 80A, 82 and 84 Czerwone Maki	Kraków	23,105
Riverside Park	Fabryczna 5	Warsaw	12,529
Avatar	28 Armii Krajowej	Kraków	11,338
	Grójecka 5	Warsaw	10,864
Arkońska Business Park	Arkońska 1&2	Gdańsk	11,171

12 LIST OF PROPERTIES

APPENDIX 1 - PROPERTIES INCLUDED IN SUSTAINABILITY REPORT

PROPERTY PORTFOLIO OVERVIEW (AS AT 31 DECEMBER 2022)

BUILDING NAME	ADDRESS	CITY	NLA (sqm)
GERMANY			
Light Industrial / Logistics			
	Parsdorfer Weg 10	Kirchheim	26,444
	An der Wasserschluft 7, 06526	Sangerhausen	30,557
	Siemensstraße 11	Frickenhausen	37,188
	Göppinger Straße 1 – 3	Pforzheim	11,273
	Löbstedter Str. 101 – 109, Unstrutweg 1, 4, Ilmstr. 4, 4a	Jena	15,991
	Gewerbestraße 62	Bretten	10,449
	An der Kreuzlache 8-12	Bischofsheim	18,924
	Henschelring 4	Kirchheim	9,029
	Frauenstraße 31	Maisach	8,663
	Gutenbergstraße 1, Dieselstraße 2	Königsbach-Stein	8,013
	Kolumbusstraße 16	Hamburg	18,555
	Dresdner Straße 16, Sachsenring 52	Straubing	9,437
	Hochstraße 150-152	Duisburg	17,690
	Moorfleeter Straße 27, Liebigstraße 67-71	Hamburg	7,347
FINLAND			
Office			
Grandinkulma	Kielotie 7	Vantaa	6,191
Plaza Forte	Äyritie 12 C	Vantaa	6,054
Plaza Vivace	Äyritie 8 C	Vantaa	5,663
	Myyrmäenraitti 2	Vantaa	7,515
Plaza Allegro	Äyritie 8 B	Vantaa	4,620
	Pakkalankuja 6	Vantaa	7,821
	Mäkitorpantie 3b	Helsinki	4,367
	Kauppakatu 39	Kuopio	4,832
	Pakkalankuja 7	Vantaa	3,425
	Purotie 1	Helsinki	4,692
DENMARK			
Light Industrial / Logistics			
	Naverland 7-11	Glostrup	22,272
	Sognevej 25	Brøndby	22,842
	Priorparken 700	Brøndby	15,431
	Priorparken 800	Brøndby	14,703
	Islevdalvej 142	Rødovre	11,151
	Herstedvang 2-4	Albertslund	11,890
	Stamholmen 111	Hvidovre	13,717
	Naverland 8	Glostrup	11,945
	Fabriksparken 20	Glostrup	7,615
	Hørskættten 4-6	Tåstrup	9,233
	Hørskættten 5	Tåstrup	4,985
	Naverland 12	Glostrup	6,875

BUILDING NAME	ADDRESS	CITY	NLA (sqm)
THE CZECH REPUBLIC			
Light Industrial / Logistics			
Moravia Industrial Park	Jaktáře 1752	Uherské Hradiště	13,222
Lovosice ONE Industrial Park II	Průmyslová 1190	Lovosice	17,411
South Moravia Industrial Park	Cukrovarská 494/39	Vyškov	11,154
ONE-Hradec Králové'	Vážní 536	Hradec Králové	8,382
Písek Industrial Park I	Stanislava Maliny 464	Písek	4,235
Lovosice ONE Industrial Park I	Tovární 1161	Lovosice	2,763
Písek Industrial Park II	U Hřebčince 2564/23	Písek	2,513
SLOVAKIA			
Light Industrial / Logistics			
Nove Mesto ONE Industrial Park III	Rakoľuby 241	Kočovce	25,066
Nove Mesto ONE Industrial Park I	Beckov 645	Beckov	17,764
Kosice Industrial Park	Veľká Ida 785	Veľká Ida	11,759
Nove Mesto ONE Industrial Park II	Kočovce 245	Kočovce	14,719
Zilina Industrial Park	Priemyselna 1	Nededza	5,047
THE UNITED KINGDOM			
Light Industrial / Logistics			
Thorn Lighting	DurhamGate, Spennymoor, County Durham DL16 6HL	Durham	41,611
The Cube	Wincanton Logistics, Aston Lane North, Preston Brook, Runcorn, WA7 3GE	Runcorn	14,120
Kingsland 21	21 Kingsland Grange	Warrington	9,764

13 GRI INDEX AND TCFD INDEX

Statement of use	Cromwell European REIT ("CEREIT") has reported in accordance with the GRI Standards for the period 1 January 2022 to 31 December 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
GRI 1: Reporting in accordance with the GRI Standards	Requirement 1: Apply the reporting principles	GRI Content Index		92
	Requirement 2: Report the disclosures in GRI 2: General Disclosures 2021	GRI Content Index		92
	Requirement 3: Determine material topics	Materiality review		18
	Requirement 4: Report the disclosures in GRI 3: Material Topics 2021	GRI content index		92
	Requirement 5: Report disclosures from the GRI Topic Standards for each material topic	GRI Content Index		92
	Requirement 6: Provide reasons for omission for disclosures and requirements that the organisation cannot comply with	GRI Content Index		92
	Requirement 7: Publish a GRI content index	GRI Content Index		92
	Requirement 8: Provide a statement of use	GRI Content Index		92
	Requirement 9: Notify GRI	GRI Content Index		92
GRI 2: General Disclosures 2021	2-1 Organisational details	About CEREIT		06 - 10
	2-2 Entities included in the organisation's sustainability reporting	About the report		12 - 15
	2-3 Reporting period, frequency and contact point	About the report		12 - 15
	2-4 Restatements of Information	No restatements were done in FY 2022		
	2-5 External Assurance		CEREIT has sought external assurance for its environmental performance by a verified third-party assurer, and will consider seeking external assurance for other sustainability indicators in subsequent years as reporting practices evolve and mature	
	2-6 Activities, value chain and other business relationships	About the report		12 - 15
	2-7 Employees	Social/stakeholders - Employee profile		69
	2-8 Workers who are not employees		Information unavailable/incomplete: CEREIT is working on developing internal capabilities to track the relevant information and will progressively report the disclosure when ready	
	2-9 Governance structure and composition	Approach to sustainability - Sustainability framework and governance		17
	2-10 Nomination and selection of the highest governance body	Annual Report 2022 - Corporate Governance		166 - 168

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
	2-11 Chair of the highest governance body	Annual Report 2022 - Board of Directors		18 - 22
	2-12 Role of the highest governance body in overseeing the management of impacts	Approach to sustainability - Sustainability framework and governance		17
	2-13 Delegation of responsibility for managing impacts	Approach to sustainability - Sustainability framework and governance		17
	2-14 Role of the highest governance body in sustainability reporting	Approach to sustainability - Sustainability framework and governance		17
	2-15 Conflicts of interest	Regulatory compliance		77
		Annual Report 2022 - Corporate Governance		188 - 189
	2-16 Communication of critical concerns	Annual Report 2022 - Whistle-blowing Policy		192
	2-17 Collective knowledge of the highest governance body	Annual report 2022 - Training		160
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2022 - Corporate Governance		169 - 170
	2-19 Remuneration policies	Annual Report 2022 - Corporate Governance		169 - 170
	2-20 Process to determine remuneration	Annual Report 2022 - Corporate Governance		171 - 176
	2-21 Annual total compensation ratio		Confidentiality constraints: Due to sensitive remuneration information	
	2-22 Statement on sustainable development strategy	Board Statement		02
		CEO's message		04
	2-23 Policy commitments	Regulatory compliance		77 - 79
	2-24 Embedding policy commitments	Regulatory compliance		77 - 79
	2-25 Processes to remediate negative impacts	Contained within various policies, including human rights policy and environmental policies		
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report 2022 - Whistle-blowing Policy		192
		Trust, transparency and governance - Whistle-blowing practices		82
	2-27 Compliance with laws and regulations	Governance		76 - 83
	2-28 Membership associations	Industry partnerships		61
	2-29 Approach to stakeholder engagement	Approach to stakeholder engagement		23 - 24
	2-30 Collective bargaining agreements	None of CEREIT's employees are covered under collective bargaining agreements		
GRI 3: Disclosure on material topics	3-1 Process to determine material topics	Materiality Review		18
	3-2 List of material topics	Material topics and ESG framework		18

13 GRI INDEX AND TCFD INDEX

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
Quality of Assets				
3-3	Management of material topics	Quality of Assets		28 - 32
Non - GRI	Percentage of portfolio with Energy Performance Certificate	Quality of Assets		28 - 32
Climate change- direct impacts				
3-3	Management of material topics	Climate change - direct impacts		33 - 38
302-1	Energy consumption within the organization	Energy consumption		38 - 48
302-2	Energy consumption outside of the organization		Information unavailable/incomplete: CEREIT does not track energy consumption outside of the organisation as such instances are minimal	
302-3	Energy intensity	Energy intensity		38 - 48
302-4	Reduction of energy consumption		Information unavailable/incomplete: CEREIT does not currently track the reduction of energy consumption	
302-5	Reductions in energy requirements of products and services		Information unavailable/incomplete: CEREIT does not currently track the reduction of energy requirements of products and services	
305-1	Direct (Scope 1) GHG emissions	GHG Emissions		38 - 48
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions		38 - 48
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions		38 - 48
305-4	GHG emissions intensity	GHG Emissions		38 - 48
305-5	Reduction of GHG emissions		Information unavailable/incomplete: CEREIT does not currently track the reduction of GHG emissions specific to each project	
305-6	Emissions of ozone-depleting substances (ODS)		NA: CEREIT does not currently collect or report this data, as it is not believed to be applicable in its operations or those of the properties it manages.	
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		NA: CEREIT does not currently collect or report this data, as it is not believed to be applicable in its operations or those of the properties it manages.	

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
Water Management				
3-3	Management of material topics	Water Management		49 - 51
303-1	Interactions with water as a shared resource	Water Management		49 - 51
303-2	Management of water discharge-related impacts	Water Management		49 - 51
303-3	Water withdrawal	Water Consumption		49 - 51
303-4	Water discharge		NA: CEREIT does not discharge water directly into any water bodies	
303-5	Water consumption		Information unavailable/incomplete: CEREIT does not currently track this disclosure information but will disclose such information as it enhances its data collection system	
Waste Management				
3-3	Management of material topics	Waste Management		52 - 54
306-1	Waste generation and significant waste-related impacts	Waste Management		52 - 54
306-2	Management of significant waste-related impacts	Waste Management		52 - 54
306-3	Waste generated	Waste generation		52 - 54
306-4	Waste diverted from disposal	Waste recycling and disposal		54
306-5	Waste directed to disposal	Waste recycling and disposal		54
Biodiversity				
3-3	Management of material topics	Biodiversity		55
Talent attraction, retention and career development				
3-3	Management of material topics	Talent attraction, retention and career development		68 - 71
401-1	New employee hires and employee turnover	Employee Profile		68 - 71
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent attraction, retention and career development	Standard benefits provided to full time employees are also provided to part time employees. There are benefits which would not be applicable to casual or temporary employees, specifically, paid leave, policies which are in reference to permanent employees only, or CEREIT's paid parental leave policy.	68 - 71
401-3	Parental leave	Talent attraction and performance management		70 - 71
404-1	Average hours of training per year per employee	Training and talent development		70 - 71
404-2	Programs for upgrading employee skills and transition assistance programs	Training and talent development		70 - 71
404-3	Percentage of employees receiving regular performance and career development reviews	Talent attraction and performance management		70 - 71

13 GRI INDEX AND TCFD INDEX

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
Keeping people and communities safe				
3-3	Management of material topics	Keeping our people and communities safe		72
403-1	Occupational health and safety management system	Keeping our people and communities safe		72
403-2	Hazard identification, risk assessment, and incident investigation	Keeping our people and communities safe		72
403-3	Occupational health services	Keeping our people and communities safe		72
403-4	Worker participation, consultation, and communication on occupational health and safety	Keeping our people and communities safe		72
403-5	Worker training on occupational health and safety	Training and talent development		70 - 71
403-6	Promotion of worker health	Talent attraction and performance management		70 - 71
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Keeping our people and communities safe		72
		Key ESG risks and opportunities		19 - 22
403-8	Workers covered by an occupational health and safety management system		Information unavailable/incomplete: CEREIT does not currently track this disclosure information but will disclose such information as it enhances its data collection system	
403-9	Work-related injuries	Keeping our people and communities safe		72
403-10	Work-related ill health		NA: The nature of business of CEREIT is unlikely to cause any work-related ill health and thus such information is also not tracked. However, CEREIT provides workplace health and safety training for all employees to minimise such risks	

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
Create and embrace a diverse and inclusive workforce				
3-3	Management of material topics	Create and embrace a diverse and inclusive workforce		73
405-1	Diversity of governance bodies and employees	Create and embrace a diverse and inclusive workforce		73
405-2	Ratio of basic salary and remuneration of women to men		Confidentiality constraints: Due to sensitive remuneration information	
Strong Partnerships				
3-3	Management of material topics	Strong partnerships		60 - 62
414-1	New suppliers that were screened using social criteria		Information unavailable/incomplete: CEREIT does not currently screen its suppliers with social criteria, and is investigating an approach to do so.	
414-2	Negative social impacts in the supply chain and actions taken		Information unavailable/incomplete: CEREIT does not currently screen its suppliers with social criteria, and is investigating an approach to do so.	
Tenant-customer satisfaction				
3-3	Management of material topics	Tenant-customer satisfaction		63 - 66
Regulatory Compliance				
3-3	Management of material topics	Regulatory Compliance		77 - 79
416-1	Assessment of the health and safety impacts of product and service categories		Information unavailable/incomplete: The percentage of significant product and service categories for which health and safety impacts are assessed is unavailable, but CEREIT ensures compliance with all relevant local workplace health and safety regulations	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no incidents of non-compliance concerning health and safety for our tenants in 2022.		

13 GRI INDEX AND TCFD INDEX

GRI Standard	Disclosure	Section	Explanation for Omission	Pg.
Anti-Corruption				
3-3	Management of material topics	Anti-corruption		80 - 81
205-1	Operations assessed for risks related to corruption		Information unavailable/incomplete: CEREIT does not currently assess its entire operations for risks related to corruption but have in place procedures and policies to report any suspected cases of corruption	
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption		80 - 81
205-3	Confirmed incidents of corruption and actions taken	Anti-corruption		80 - 81
Trust, Transparency and Governance				
3-3	Management of material topics	Trust, transparency and governance		82
Cyber-readiness and data governance				
3-3	Management of material topics	Cyber-readiness and data governance		83
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cyber-readiness and data governance		83

TCFD INDEX

TCFD Recommendations	Reference in 2022 SR
Governance:	
Disclose organisation's governance around climate-related risks and opportunities	
Describe the Board's oversight of climate-related risks and opportunities	Sustainability Framework and Governance, page 17 TCFD Statement, Governance page 33 - 35
Describe management's role in assessing and managing climate-related risks and opportunities	Sustainability Framework and Governance, page 17 TCFD Statement, Governance page 33 - 35
Strategy:	
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	TCFD Statement, Strategy page 35 - 37
Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning	TCFD Statement, Strategy page 35 - 37
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	TCFD Statement, Strategy page 35 - 37
Risk management:	
Describe how the organisation identified, assesses, and manages climate-related risks	
Describe the organisation's processes for identifying and assessing climate-related risks.	TCFD Statement, Risk Management page 37 Annual Report 2022, Enterprise Risk Management page 194 - 197
Describe the organisation's processes for managing climate-related risks.	TCFD Statement, Risk Management page 37 Annual Report 2022, Enterprise Risk Management page 194 - 197
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	TCFD Statement, Risk Management page 37 Annual Report 2022, Enterprise Risk Management page 194 - 197
Metrics and targets:	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental Performance page 38 - 54
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	GHG Emissions page 45 - 48
Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets.	Environment targets page 56 - 57

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