



Mileway Sustainability Report 2024


Mileway



Wissous, South of Paris, France

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1 Overview



Dutch team inspecting solar panels

Mileway

At a Glance

10

countries



549

employees



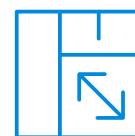
1,598

properties



14m

sqm GLA



9,000

customers



98%

green lease coverage
in 2024¹



45%

LED coverage
by GLA



35 MWp

installed solar
PV capacity



1. Represents ratio of leases and renewals signed in 2024 with green lease clauses to total leases and renewals signed in 2024. 44% green lease coverage across Mileway's total portfolio

A Message from our CEO

I am proud of Mileway's continued progress in sustainability. By embedding responsible practices across our operations, we continue to strengthen our portfolio, support our customers, and make a meaningful impact in the communities where we operate.

Our ongoing environmental efforts have resulted in notable improvements in our portfolio's energy efficiency. In 2024, our LED coverage increased to 45% of Gross Leasable Area from 36% in 2023, our onsite solar PV capacity expanded to 35 MWp and we delivered a 57% reduction in 2024 vs. 2022 in scope 1 and 2 emissions. Our efforts in LED, solar capacity and emission reduction support our customers by providing higher quality real estate with more efficient energy utilisation.

Our employees are central to our success, and we remain committed to fostering an inclusive and supportive workplace. In 2024, we continued to invest in training, development, and our volunteering programme, Mileway Acts. We also reinforced our dedication to empowering talent across the business by launching our Women's Affinity Network. In support of our local communities, our employees collectively contributed over 2,000 hours of volunteer work throughout the year.

Sustainability is good business and will remain a priority as we work closely with our customers and team to drive energy efficiency initiatives, scale renewable energy solutions, and positively impact the communities in which we work.

In September 2025, I stepped down as Chief Executive Officer. It has been a privilege to lead Mileway through a period of meaningful growth and development. I am deeply appreciative of the commitment and talent of my colleagues across the business, and confident that the company is well positioned to build on this strong foundation under Dave McClure's leadership. I look forward to supporting the next phase of Mileway's journey in my new capacity as Senior Advisor.

“By embedding responsible practices across our operations, we continue to strengthen our portfolio, support our customers, and make a meaningful impact.”



Tim Beaudin
Chief Executive Officer

About Us

Mileway is the largest last mile logistics real estate provider in Europe. Our portfolio of 1,598 properties spans ten countries and totals 14 million sqm.

From our 27 offices, Mileway's team of 549 employees serves a diverse base of 9,000 customers across a wide range of industries.

Our Purpose

To be Europe's leading provider of last mile logistics real estate, enabling businesses to thrive, driving sustainability forward, and shaping the cities of tomorrow.

Figures as of 31 December 2024



2 Our Sustainability Strategy



2024 Progress Updates: Environment

Our objectives are aligned with the UN Sustainable Development Goals (SDGs)

Environment

Climate Resiliency



Objective

Carbon Emissions: Reduce scope 1 and 2 carbon emissions by at least 15% over a three-year period (2022 to 2025)

Delivered a 57% reduction in scope 1 and 2 emissions since 2022¹

Decarbonisation: Develop a decarbonisation pathway for Mileway assets benchmarked against international standards

GHG carbon footprint assessment completed; decarbonisation pathway ongoing

Sustainable Operations



Objective

LED Lighting: Aspire to install LED lighting across 50% of portfolio GLA by 2025 and 100% by 2030

45% LED coverage by GLA

Solar PV: Maximise solar PV capacity

35 MWp of solar PV capacity installed

Green Energy Procurement: Procure 100% green electricity in Scope 2 operations by 2025

60% green electricity procured

Green Building Certifications: Aspire to certify all ground up developments as BREEAM 'Excellent'²

Very Good achieved

Green Lease Clauses: Include green lease clauses in all new leases and renewals

98% green lease coverage in 2024³

Greener Last Mile



Objective

EV Charging: Increase number of EV charging spaces

Additional 385 EV charging spaces installed across 65 assets

Customer Engagement: Continue customer engagement and monitor sustainability priorities to enhance service quality

Customer engagement surveys sent to all customers annually

Biodiversity: Explore biodiversity opportunities on existing assets and developments

Included biodiversity enhancements as part of new developments

1. Between 2022 and 2024 (using the market-based emissions methodology) / 2. BREEAM 'Very Good' minimum target on all ground up developments / 3. Represents ratio of leases and renewals signed in 2024 with green lease clauses to total leases and renewals signed in 2024. 44% green lease coverage across Mileway's total portfolio

Policies and objectives are reviewed annually or more frequently if required
Our performance against the targets set out in our 2022 ESG report is as of December 31 2024

2024 Progress Updates: Social and Governance

Our objectives are aligned with the UN Sustainable Development Goals (SDGs)

Social



Objective

Community Engagement: Empower employees to make a meaningful impact in our local communities through volunteer opportunities

2024 Progress Update

Completed with over 2,000 hours dedicated to volunteering activities (+66%)

Education and Inclusive Growth: Create pathways to meaningful careers for young people from underrepresented backgrounds across regions

Extended partnership with The Brokerage to five U.K. offices; new partnerships developed in Sweden and Spain

Diversity Equity and Inclusion: Continue to develop Diversity, Equity and Inclusion programming and awareness

Completed

Employee Engagement: Capture employee feedback and drive actions that matter most to our employees

Achieved 94% participation rate on annual Employee Engagement Survey

Governance



Objective

Integration and Accountability: Embed sustainability best practices throughout organization and company KPIs

2024 Progress Update

Integrated sustainability targets into company KPIs; continue to build Sustainability team, including cross-functional taskforce

Transparency: Ensure continued disclosures in accordance with main frameworks

Published third annual sustainability report including GRI index to align with international sustainability standards

Data: Collect, analyse and increase coverage of Mileway and customers' utility data

Reached 48% energy data coverage

Benchmarking: Support transparency via GRESB reporting¹

Submitted first official report to GRESB for asset managers and investors

1. Submission completed for the Blackstone Mileway Logistics fund

Policies and objectives are reviewed annually or more frequently if required
Our performance against the targets set out in our 2022 ESG report is as of December 31 2024



3 Environment



Environmental Objectives

Climate Resiliency



Carbon Emissions: Reduce scope 1 and 2 carbon emissions by at least 15% over a three-year period (2022 to 2025)



Decarbonisation: Develop a decarbonisation pathway for Mileway assets benchmarked against international standards

Sustainable Operations



LED Lighting: Aspire to install LED lighting across 50% of portfolio GLA by 2025 and 100% by 2030



Solar PV: Maximize solar PV capacity



Green Energy Procurement: Procure 100% green electricity in Scope 2 operations by 2025



Green Building Certifications: Aspire to certify all ground up developments as BREEAM Excellent¹



Green Lease Clauses: Include green lease clauses in all new leases and renewals

Greener Last Mile



EV Charging: Increase number of EV charging spaces



Customer Engagement: Continue customer engagement and monitor sustainability priorities to enhance service quality



Biodiversity: Explore biodiversity opportunities on existing assets and developments

1. BREEAM 'Very Good' minimum target on all ground up developments

Policies and objectives are reviewed annually or more frequently if required

Climate Resiliency

Reduce scope 1 and 2 carbon emissions by at least 15% over a three-year period (2022 to 2025)



Develop a decarbonisation pathway for Mileway assets benchmarked against international standards



GHG Emissions¹

Metric tons CO₂e

Scope	Category	2022	2023	2024	% change 22-24
Scope 1	Stationary combustion	2,365	1,820	1,655	-30%
Scope 2	Purchased electricity and heat	5,482	3,198	1,707	-69%
Scope 1, 2	Subtotal	7,847	5,018	3,362	-57%
Scope 3	Capital goods Downstream leased assets	446,923	375,185	338,032	-24%
Scope 1, 2, 3	Total	454,770	380,203	341,395	-25%

1. Market-based and including material sources of emissions: stationary combustion, purchased electricity and heat, capital goods and downstream leased assets. Based on increased data coverage, we updated our emissions methodology and historical data. Emissions for 2022 and 2023 have been restated in line with our 2024 methodology.

Carbon Footprint Assessment

Energy is the largest source of emissions at Mileway, so improving data quality and working with both suppliers and customers is key to assessment accuracy.

We improved scope of measured energy-related emissions data from 51% last year to 74% in 2024, allowing for a more accurate assessment and leading to a higher proportion of emissions being classified as scope 3.

In 2024, Mileway completed its third consecutive annual GHG carbon emissions assessment, achieving a 57% reduction in market-based Scope 1 and 2 emissions since 2022. The main drivers of this achievement include:

- ➔ **Renewable Energy:** A higher volume of purchased Guarantees of Origin verified energy from renewable sources and improved Mileway’s market-based emissions
- ➔ **Energy Proxy:** Improved proxy methodologies provided more precise estimates
- ➔ **Residual Mix:** Updated market-based emission factors for 2024 resulted in lower estimated emissions intensity compared to 2022

Our Scope 3 emissions decreased by 24% since 2022, reflecting closer collaboration with customers and suppliers to collect better data. We also have gained a clearer understanding of the energy intensity across our assets. In 2024, energy use intensity decreased to 99 kWh/m², down from 118 in 2022.

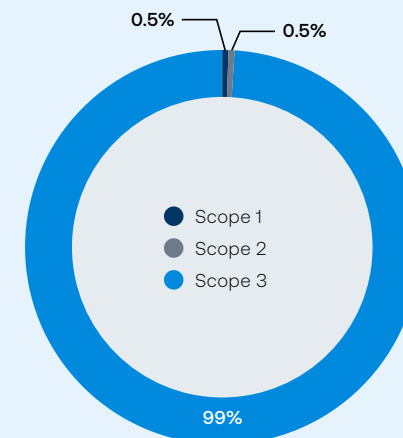
In 2024, we progressed selecting a centralised energy data management system to streamline the collection, storage, and analysis of sustainability metrics across the portfolio.

This system will enhance energy consumption tracking, measuring emissions and identifying reduction opportunities across our portfolio.

We are committed to developing the most appropriate pathway for our assets benchmarked against international standards and aligned with local regulatory requirements.

By understanding our own carbon footprint better and executing data-driven strategies jointly with our customers, we continue to build a resilient, low-carbon portfolio that supports last-mile logistics sustainably across scope 1, 2 and 3 emissions.

2024 GHG Emissions¹



Sustainable Operations

Improving energy efficiency is a key part of Mileway's strategy to provide efficient buildings for our customers and support our sustainability objectives.

We assess the energy performance of our buildings to identify short, medium and long-term opportunities to improve energy efficiency through measures such as LED lighting upgrades, on site solar energy and green electricity procurement. This supports our own decarbonisation commitments and those of our customers as well as reduces operating costs and enhances Energy Performance Certificates (EPCs).

We focus on several key activities that help us understand and improve the energy performance of our assets:

- Use EPCs to meet different national regulatory requirements, for example the U.K.'s Minimum Energy Efficiency Standards (MEES) to better understand energy efficiency ratings and implement improvements
- Conduct asset-level energy audits to identify opportunities to improve the energy efficiency of our buildings
- Integrate energy efficiency improvements into budget and capital expenditure planning



Case Study:

Energy Audits in our French Portfolio

In 2024, we audited 141 French assets (88% of our French portfolio by GLA) to identify areas for reducing energy as part of our efforts to comply with the French Décret Tertiaire energy efficiency regulation, which aims to achieve 40% energy reduction by 2030.

Audit recommendations include better insulation, window upgrades and heating system replacements, which have been incorporated into our short and medium-term asset business plans as appropriate.

In 2025, we will scale up these audit findings to create a strategy to deliver energy savings at the portfolio level.

In 2024, we installed 13 Building Management Systems (BMS). These systems typically deliver energy savings of around 10% per site by optimising lighting, heating, ventilation, and air conditioning (HVAC) based on occupancy schedules.

LED Lighting

Aspire to install LED lighting across 50% of portfolio GLA by 2025 and 100% by 2030



By upgrading traditional lighting to LED, we can significantly reduce a building's energy consumption and carbon footprint, enhance our customers' working environment and generate operational cost savings. We prioritise LED installation during unit refurbishments and collaborate with our customers to retrofit occupied spaces with energy-efficient lighting.

By the end of 2024, 45% of our gross leasable area (GLA) featured LED lighting – representing an additional 1.2 million sqm since 2023. We have already exceeded our 2025 target of 50% LED lighting coverage in several countries, and are actively monitoring progress toward achieving our objective across our entire portfolio:

LED lighting coverage:

2023

36%

2024

45%

Seven countries have achieved our LED coverage target¹

Spain:

65%

Italy:

57%

Denmark:

60%

Netherlands:

51%

Finland:

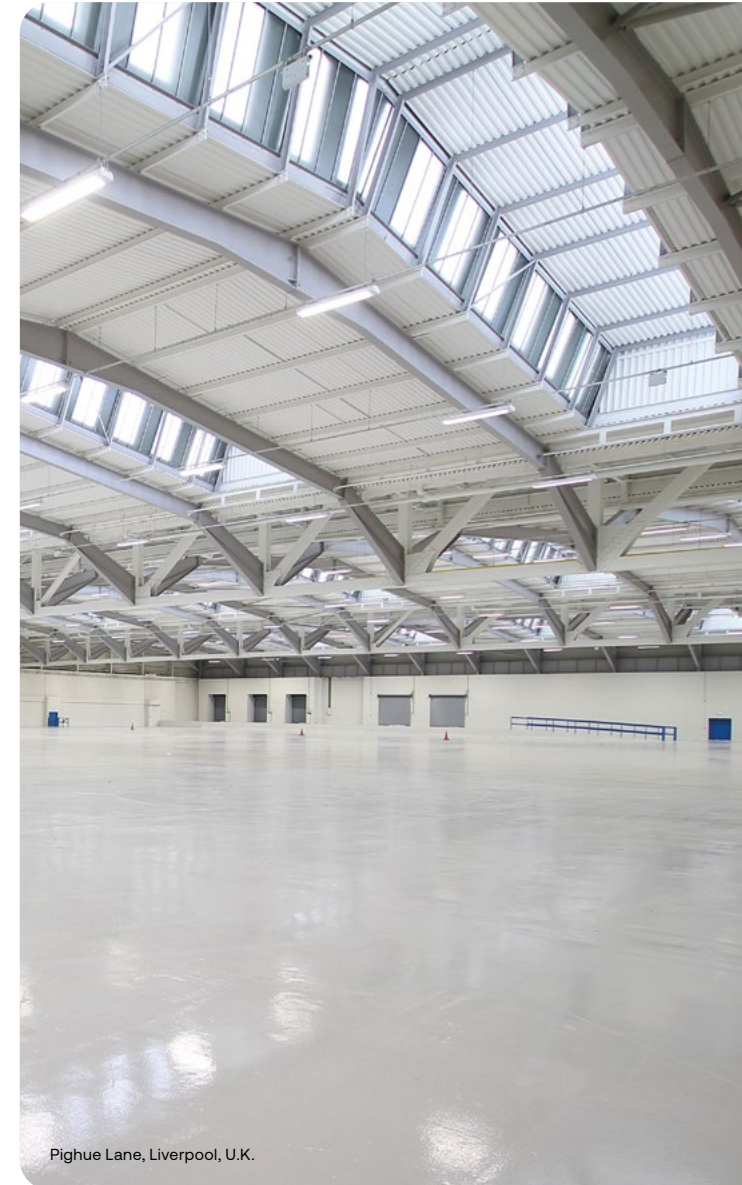
59%

United Kingdom:

50%

Ireland:

58%



Pighue Lane, Liverpool, U.K.

1. France, Germany and Sweden are still progressing toward the 50% LED Lighting coverage

Solar PV

Maximise solar PV capacity



Solar energy is a fundamental pillar of our sustainability strategy. By providing access to clean, locally generated power, our solar strategy reduces the carbon footprint of our logistics operations, while delivering economic and environmental benefits to businesses and communities.

Across Europe, our solar strategy involves understanding grid congestion and our ability to integrate generated energy into the power network across all our markets. This informs our proactive PV implementation approach, focusing on regions where grid conditions are favourable. As we undertake major roof renovations, we also assess solar panel feasibility and, where viable, ensure each renovated roof has PV systems or is PV-ready.

In 2024, we added 4.6 MWp of installed PV capacity across 14 projects in 5 countries, achieving a cumulative 34.5 MWp of PV capacity to date. This increased capacity is expected to generate 5,670 MWh annually, reducing CO₂ emissions by approximately 1,160 tonnes per year, equivalent to cutting the emission of 63 EU households per year. Looking forward, our pipeline remains active with six new projects underway or planned, representing a further 6.5 MWp to be finalised in 2025.

Solar capacity installed:

2023

29.1 MWp

2024

34.5 MWp

Case Study:

Solar Panels – Mezzago, Northern Italy

In Mezzago, a key logistics hub between Milan and Bergamo, we took a phased approach to our solar strategy, installing 0.3 MWp of solar capacity in May 2024 and 0.2 MWp in January 2025, with a further 1.2 MWp to be developed in 2025.

In the first phase, the installed system of 0.5 MWp was focused on onsite energy requirements, covering 30% of customer energy demand. The electricity generated by the PV system offers the customer a more affordable energy source, resulting in financial savings. Once fully operational, we are expected to generate 578 MWh annually, reducing CO₂ emissions by approximately 166 tonnes per year, representing a 30% reduction compared with electricity from the grid.

In the second phase, we aim to maximise solar capacity, exporting the additional PV-generated electricity to the grid.

578 MWh

of solar expected capacity per annum



Mezzago 2, Milan, Italy

Green Building Certification and EPC

Aspire to certify all ground-up developments as BREEAM 'Excellent'¹



Minimum Energy Efficiency Standards in the U.K. emphasise EPC improvements. Property owners must achieve a minimum rating of EPC E to lease a building, which is expected increase to EPC B by 2030.

Although many countries have not yet introduced formal minimum standards for logistics assets, we use EPC ratings to monitor asset energy efficiency and actively track upcoming regulatory developments, particularly the revised Energy Performance of Buildings Directive (EPBD), to ensure future compliance and strategic alignment.

We prioritise EPC upgrade works during refurbishment projects, and our typical measures, such as LED installations and fossil fuel heating system removal, both improve EPC ratings and support our wider decarbonisation strategy.

For new developments, we integrate high sustainability performance standards from the outset and seek out green building certifications to validate best design practices and identify opportunities for improvement.

1. BREEAM 'Very Good' minimum target on all ground up developments



Case Study:

Green Building Certification – Parkfield Industrial Estate, London, U.K.

In February 2024, we speculatively built two new logistics units on an existing asset to high-quality specifications: LED lighting, solar PV and EV charging stations were included in construction, achieving an EPC A and a “Very Good” BREEAM-New Construction rating. Both units were ultimately leased to an existing Mileway customer who was looking to expand.

BREEAM

Very Good – New Construction



EPC A



Green Lease Clauses

Include green lease clauses in all new leases and renewals



Our standard form lease in each country where we operate has green lease clauses that encourage communication and collaboration on ESG topics between Mileway and its customers. This applies in particular to the sharing of relevant environmental data with the aim being to obtain more utility data over time in order to drive resource efficiency. Green lease clauses were included in 99% of new leases and 96% of renewals of lease signed in 2024.

Green Lease Clauses

98% coverage for all leases signed in 2024¹

Green Energy Procurement

Procure 100% green electricity in Scope 2 operations by 2025



In 2024, 60% of electricity procured for Scope 2 operations was sourced from renewable energy providers, a significant improvement from 36% green energy procurement performance in 2023.

Looking ahead to 2025, we are working closely with suppliers to transition the remaining portion of non-renewable electricity, targeting 100% green electricity fully backed by renewable energy certificates.

Total energy procured from renewable sources

2023	2024
36%	60%

1. Represents ratio of leases and renewals signed in 2024 with green lease clauses to total leases and renewals signed in 2024. 44% green lease coverage across Mileway's total portfolio



Mileway building refurbishment model

Greener Last Mile

Electric Vehicle Charging

Increase number of EV charging spaces



As the transition to electric vehicles (EVs) accelerates, we anticipate customer demand for onsite EV charging to increase over time.

Mileway is committed to supporting our customers through this transition by delivering charging infrastructure to meet their needs. Together, we aim to facilitate a seamless shift to EV across our portfolio.

Total number of EV charging spaces:

2023

1,672

2024

2,057

Customer Engagement

Continue customer engagement and monitor sustainability priorities to enhance service quality



Key 2024 Survey Data

1,400
responses received

77%
brand awareness
(up from 67% in 2023)

We continuously engage with our customers and act on their feedback to enhance service quality, improve energy efficiency and adapt our properties to suit the evolving needs of our customers.

Our Customer Engagement Survey provides an in-depth analysis of customer satisfaction, expectations, and sustainability attitudes, covering a wide variety of topics including lease satisfaction, property condition, maintenance, health and wellbeing, and the responsiveness of our teams.

Survey results guide our engagement plans across countries and help improve the overall customer experience. For example, following the 2023 survey, we introduced live alerts for customer needs like space expansion.



EV charging spaces in Frankfurt, Germany



Case Study:

Customer Engagement During Development – Kirseberg, Sweden

In 2024 we delivered a new ~15,000 sqm state-of-the-art development in the logistics hub of Kirseberg, Malmö. We worked closely with long-term customers and the local authority to develop a facility that supports functionality, future growth and fits in with the local environment.

Sustainability and energy efficiency are at the core of this asset's design. The design includes a 499kW solar PV system for onsite power generation, 100% LED lighting and a heat recovery system that minimizes reliance on local network by reusing waste heat.

Sustainability was a key priority for our customer throughout the project, and the final design has been very well received.

Since completion, we have received positive feedback from the customer, highlighting both the operational benefits and the asset's alignment with their own sustainability goals.

The development achieved a rating of EPC A and is expected to achieve a BREEAM 'Very Good' rating.



Case Study:

Customer Engagement Events – Mileway Parks in France

We aim to build strong relationships with our customers to understand their evolving needs. In 2024, we launched a new engagement initiative 'Mileway Meets'. Our asset managers, property managers and technical teams held customer engagement events across our 14 French business parks, home to 310 businesses, and gained valuable insight into our customers' sustainability priorities.

These discussions help us identify onsite opportunities, such as LED or recycling initiatives, to support our

customers' environmental goals and further our sustainability strategy.

As part of our commitment to fostering a vibrant business community, we have introduced a customer referral programme and hosted events aimed at creating spaces for our customers to collaborate.



4 Social





Social Objectives

Objectives



Community Engagement: Empower employees to make a meaningful impact in our local communities through volunteer opportunities



Diversity Equity and Inclusion: Continue to develop Diversity, Equity and Inclusion programming and awareness



Education and Inclusive Growth: Create pathways to meaningful careers for young people from underrepresented backgrounds across regions



Employee Engagement: Capture employee feedback and drive actions that matter most to our employees

Policies and objectives are reviewed annually or more frequently if required

Community Engagement

Empower employees to make a meaningful impact in our local communities through volunteer opportunities



We are committed to fostering positive change through our people, partnerships, and local communities.

With the help of our 25 volunteer Community Engagement Champions, 355 (65%) Mileway employees took part in volunteering opportunities in their local communities in 2024 (2023: 250), contributing over 2,000 hours to support 28 organisations across a range of projects.

2023

1,200 hours

2024

2,000 hours



Valencia Flood Relief Volunteers



The 'Heppie Box' Initiative, Netherlands

Community Engagement Highlights

Supporting Communities in Times of Need

Valencia Flood Relief

When devastating floods struck Valencia, Spain in 2024, we rallied to support those affected.

Our employees launched a fundraising campaign in support of the NGO Casa Caridad, raising over €5,000 in just one week. Mileway matched this amount and also contributed a €25,000 corporate donation, bringing the total to €30,000. In addition, our team of 16 in Valencia volunteered their time to help clean a local school affected by the floods.

Partnering for Social Impact

The 'Heppie Box' Initiative

We collaborate with our customers to make a meaningful difference.

In the Netherlands, Mileway partnered with customer Hazet to pack and distribute 'Heppie Boxes' for Het Vergeten Kind, The Forgotten Child Foundation. 24 employees from the Amsterdam office contributed a total of 144 hours to pack the boxes, filling them with toys and treats to bring comfort to children facing challenging circumstances.

Education and Inclusive Growth

Create pathways to meaningful careers for young people from underrepresented backgrounds across regions



Following the successful 2023 launch of Mileway Acts, we have expanded our community engagement programme to include social mobility initiatives and mentoring programmes, focusing on supporting young people who may have limited access to opportunities.



Mileway U.K. interns in partnership with The Brokerage

Mileway's Inclusive Growth Partnerships

In 2024, through various partnerships, we expanded our education and inclusive growth programme:

- **The Brokerage (U.K.):** Through our ongoing partnership, we provide internships and mentoring opportunities to college students interested in real estate careers. In 2024, our summer interns gained hands-on experience supported by dedicated employee mentors.
- **Fundación Exit (Spain):** Through the Programa Coach initiative, we host students who have faced educational challenges, providing career guidance, CV workshops and site visits to help them explore opportunities in logistics real estate.
- **NEXTAR (Sweden):** In 2024, Team Mileway in Gothenburg took part in Future Day, organising 4 team building, inspiring 4 students to consider careers in last-mile logistics real estate.
- **JINC (Netherlands):** In partnership with JINC, we welcomed seven young high school students for a one-day programme in the Amsterdam office, providing a glimpse into commercial real estate and equipping them with job application skills.

Looking Ahead

Our Mileway Acts programme continues to grow, strengthening our commitment to local communities where we operate and social mobility. Whether responding to crises, fostering impactful partnerships or empowering the next generation, our employees are at the heart of our efforts – together, we can make a lasting difference.

Mileway Acts

→ To make an impact.

Diversity, Equity and Inclusion (DEI)

Continue to develop DEI programming and awareness



DEI: Strengthening Our Commitment

We believe that fostering a diverse, equitable and inclusive workplace is essential to our success. With 549 employees across 10 countries¹ representing over 50 nationalities, we are committed to helping everyone at Mileway feel a sense of belonging and thrive at work.

Embedding DEI in our workplace

In 2024, we integrated DEI into our culture and operations through a range of initiatives to raise awareness and drive meaningful change. In 2024, we launched five dedicated Diversity, Equity and Inclusion training modules for all employees:

- Introduction to Diversity, Equity and Inclusion
- Unconscious Bias
- Gender Equality in the Workplace
- Cultural Diversity
- Inclusive Leadership

All modules are available on demand through Mileway Learn, our learning management system, allowing employees to engage with the content at their own pace and deepen their understanding of inclusive practices.

Launch of the Women’s Affinity Network

On International Women’s Day in March 2024, we launched Mileway’s Women’s Affinity Network (WAN) to create a sense of belonging, supports career growth, and provide a space for meaningful discussions. The WAN inaugural event featured a panel discussion with industry leaders, and over 300 employees across our offices participated. We also hosted regional gatherings throughout the year to encourage dialogue and connection.

Progress in Gender Balance

- Tangible progress reflects our commitment to gender diversity:
- 47% of all new hires were women, increasing female representation across the company from 42% to 44%.
 - Women now represent 33% of our Leadership Team, up from 24% in 2023.

Gender Split at Mileway²

2024



2023



2024 Employee diversity, per category, gender and age

Level		<30	30–50	>50	Total
Senior Leadership Team	Male	0	2	1	3
	Female	0	5	0	5
Executive Leadership Team	Male	0	3	1	4
	Female	0	9	1	10
Leadership Team	Male	0	4	1	5
	Female	3	60	7	70
Manager	Male	2	33	1	36
	Female	83	127	7	217
Other	Male	54	131	14	199
	Female	142	374	33	549
Total					

1. Figures as of 31 December 2024

2. Mileway employees, excluding contractors. Figures as of 31 December 2024

Employee Engagement

Capture employee feedback and drive actions that matter most to our employees



San Giuliano Milanese, Milan, Italy

Employee Engagement Survey

In May 2024, we conducted our annual Employee Engagement Survey, achieving a 94% participation rate.

The survey demonstrates our commitment to fostering a positive and engaging workplace, and highlighted key strengths:

- 77% believe management shows confidence in leadership at the team level
- 74% believe that work-life blend reflects our supportive and flexible work environment
- 71% believe that our approach to diversity, teamwork and ownership is evidence of our inclusive culture and collaborative mindset

The executive leadership team reviewed the findings of our Employee Engagement Survey and has designed an overall action plan to ensure continued improvement. In addition, each Mileway function has developed a targeted program, with quarterly leadership forums to ensure progress and accountability.

94%

of our employees' participated in our annual Employee Engagement Survey in 2024

Learning and Development

At Mileway, Learning & Development is a key driver of our growth and success. In 2024, we invested in our people to build skills, foster leadership, and support career progression across the business:

Launched Mileway Learn, a platform for live and self-paced learning that tracks training history, including topics such as includes sustainability, legal and compliance, software, soft skills and technical training.

- Expanded access to more learning opportunities and provided Udemy training licences to all employees
- Delivered in-person training to over 250 employees located across 11 offices, covering management, negotiation skills and emotional intelligence
- Established a CEO-led mentoring programme for 11 high-potential employees, fostering cross-functional networking and professional growth
- Created a communication channel between the Learning and Development team and team leaders to align training needs with business priorities

1. Mileway employees, excluding contractors and interns. Figures as of 31 December 2024



5 Governance






Governance Objectives


Objectives

11 SUSTAINABLE CITIES AND COMMUNITIES


17 PARTNERSHIPS FOR THE GOALS




Integration and Accountability: Embed sustainability best practices throughout organization and company KPIs



Data: Collect, analyse and increase coverage of Mileway and customers' utility data



Benchmarking: Support transparency via GRESB reporting



Transparency: Ensure continued disclosures in accordance with main frameworks

Policies and objectives are reviewed annually or more frequently if required

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Integration, Accountability and Transparency

Embed sustainability best practices throughout organization and company KPIs



We remain committed to embedding sustainability best practices, in order to support accountability and transparency throughout the organization. Our sustainability programme continues to develop as our sustainability team grows, working closely with our Leadership Teams and our cross-functional taskforce.

In 2024, our Sustainability Managers in the U.K. and France were joined by a new Sustainability Manager in the Netherlands, with potential for further growth. Together with our Leadership Team and our taskforce of Sustainability Champions including professionals across regions and departments, we have created a strong governance structure to increase sustainability awareness, facilitate targeted workshops, identify additional opportunities and inspire action across our portfolio.

Sustainability Governance Structure

Senior Leadership Team

Responsible for oversight of Mileway's sustainability strategy



Executive Leadership Team

Includes the Senior Leadership Team, Head of ESG and other leadership team members

Informed and efficient decision making to enhance execution of Mileway's sustainability objectives



Sustainability Team

Design, implementation and integration of sustainability objectives



Sustainability Managers and Country Sustainability Champions

Cross-functional taskforce of professionals spanning multiple departments and regions to promote the execution of sustainability objectives at a local level

Sustainability Company KPIs

2024 marked the introduction of four sustainability targets in our company key performance indicators (KPIs), cementing our commitment to our sustainability objectives: installing LED lighting, installing solar PV, improving energy data coverage and submitting to GRESB (the Global Real Estate Sustainability Benchmark). Connecting our sustainability efforts with our collective remuneration-linked company goals helps align priorities and drive company-wide engagement.

Policies & Procedures

Our Employee Handbook details essential governance policies, including anti-bribery, corruption and cybersecurity. Our comprehensive [Code of Conduct](#), applicable to all employees, reinforces these policies. It fosters ethical decision-making and compliance with relevant laws and regulations, while nurturing a healthy and productive workforce aligned with Mileway's values.

Mileway's Code of Conduct includes the following key topics:

- Ethical Business Practices
- Fair Treatment and Equal Opportunity
- Modern Slavery, Human Trafficking and Human Rights
- Data Protection
- Environment and Sustainability
- Health and Safety

Data, Transparency and Benchmarking

Collect, analyse and increase coverage of Mileway and our customers' utility data



Support transparency via GRESB reporting



Ensure continued disclosures in accordance with main frameworks



In 2024, Mileway completed its first **GRESB Real Estate Assessment** submission, supporting transparency and benchmarking through a cohesive reporting framework used by listed property companies, private property funds developers and direct real estate investors alike.

Energy Data Coverage

Our customer data collection initiative, launched in 2023, gathers historical energy and water consumption data, enhancing our understanding of customer utility usage across our portfolio. We have made strides in data collection coverage, reaching 48% of GLA in 2024, reflecting a 50% increase in scope year-on-year.

This growing dataset allows us to:

- Identify opportunities for efficiency improvements within our portfolio;
- Support collaborative discussions with customers around sustainability and consumption;
- Ensure compliance with non-financial reporting requirements and evolving regulations;
- Continuously improve data quality and portfolio-wide visibility over time

Our aim is to foster a supportive and transparent environment where we can work together with our customers to achieve shared sustainability goals.

Across our operating countries, our standard lease agreements now incorporate green lease clauses, creating transparency around utility data and promoting collaboration between Mileway and our customers on sustainability topics. In 2024, 98% of new leases and renewals were signed with green lease clauses.

2023	2024
32%	48%

Partnership

Transparency through reporting is a key priority for Mileway. Our annual sustainability reports aligning with GRI index and the SDG and partnerships with organisations like ULI, GRESB and BREEAM help us align with international sustainability standards.





6 Looking Ahead



Our Continued Focus

Since establishing our sustainability objectives and framework in 2022, we have consistently made quantifiable improvements to our sustainability approach. As we look ahead, we remain committed to continuing our path toward a more sustainable future.

We will continue to advance our environmental objectives, investing in the energy transition, supporting sustainable development and enhancing our data coverage to drive change.

Beyond environmental impact, we are dedicated to our people's development and wellbeing. Our inclusive and dynamic workplace fosters talent, promotes diversity and empowers our teams.

As regulations evolve in Europe and the U.K., transparency remains a cornerstone of Mileway, and we look forward to sharing our progress in the years ahead.



Werner-von-Siemens-Strasse 4, Frankfurt, Germany



7 Appendices



Reporting Basis

This is Mileway's third sustainability report, underscoring our unwavering commitment to sustainability.

We aim to communicate our sustainability initiatives transparently to all stakeholders. This report highlights our achievements and progress toward established sustainability targets from 1 January to 31 December 2024, aligning to our ESG Statement of Intent published in 2022 and our strategic objectives, informed by our internal materiality assessment.

This report was prepared in line with the Global Reporting Initiative (GRI) Universal Standards 2021, with specific standards applied detailed in the GRI Index, and EPRA Best Practice Recommendations on Sustainability Reporting (SBPR), to meet evolving stakeholder expectations.

We measure our carbon footprint using the operational control approach defined by the GHG Protocol, ensuring accuracy and comprehensive reporting.









Mileway ESG team at work

Alignment with Sustainable Development Goals

In 2015, the UN General Assembly adopted the 17 Sustainable Development Goals (SDGs) within its 2030 Agenda for Sustainable Development. Accompanied by specific objectives and indicators, these SDGs serve as a comprehensive framework to guide global efforts towards sustainability.

Widely recognised, they shape and prioritise business strategies and complement ESG reporting standards.

We continue to map our material objectives against the SDGs to ensure our efforts remain focused on common global objectives that resonate with both our business priorities and our stakeholders' interests.

SDGs	Description	Mileway Focus Area	Mileway Objective	2024 Progress Update
	<ul style="list-style-type: none"> Achieve gender equality and empower all women and girls 	<ul style="list-style-type: none"> Diverse company culture 	<ul style="list-style-type: none"> Community Engagement: Empower employees to make a meaningful impact in our local communities through volunteer opportunities Diversity Equity and Inclusion: Continue to develop DEI programming and awareness 	<ul style="list-style-type: none"> 2,000 hours dedicated to volunteering activities Women Affinity Network launched in March 2024 Five diversity and inclusion training modules for all employees
 	<ul style="list-style-type: none"> Ensure access to affordable, reliable, sustainable and modern energy for all Take urgent action to combat climate change and its impacts 	<ul style="list-style-type: none"> Future proofing our properties for a low carbon economy 	<ul style="list-style-type: none"> Solar PV: Maximise solar PV capacity Green Energy Procurement: Procure 100% green electricity in Scope 2 operations by 2025 	<ul style="list-style-type: none"> Continued roll out of solar panel installation programme at our properties, reaching 34.5 MWp at the end of 2024 60% green electricity procured
	<ul style="list-style-type: none"> Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 	<ul style="list-style-type: none"> Customer engagement Local initiative support programmes Social mobility promotion 	<ul style="list-style-type: none"> Community Engagement: Empower employees to make a meaningful impact in our local communities through volunteer opportunities Education and Inclusive Growth: Create pathways to meaningful careers for young people from underrepresented backgrounds across regions 	<ul style="list-style-type: none"> 2,000 hours dedicated to volunteering activities Supporting Communities in times of crisis (Valencia Flood Relief) Extended partnership with The Brokerage to five U.K. offices; new partnerships developed in Sweden and Spain
	<ul style="list-style-type: none"> Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation 	<ul style="list-style-type: none"> Electrification Low carbon emission cities 	<ul style="list-style-type: none"> EV Charging: Increase number of EV charging spaces 	<ul style="list-style-type: none"> Additional 385 EV charging spaces installed across 65 assets
	<ul style="list-style-type: none"> Make cities and human settlements inclusive, safe, resilient and sustainable 	<ul style="list-style-type: none"> Well-being of our employees, customers and communities 	<ul style="list-style-type: none"> Education and Inclusive Growth: Create pathways to meaningful careers for young people from underrepresented backgrounds across regions Employee Engagement: Empower employees to make a meaningful impact in our local communities through volunteer opportunities Customer Engagement: Continue customer engagement and monitor sustainability priorities to enhance service quality 	<ul style="list-style-type: none"> Extended partnership with The Brokerage to five U.K. offices; new partnerships developed in Sweden and Spain Conducted annual employee engagement survey Customer engagement surveys sent to all customers annually and worked in collaboration with customers to achieve Mileway's sustainability objectives and deliver financial and carbon savings

Global Reporting Initiative Index

Environmental

Description	2024 Response	2023 Response	GRI	EPRA
Total energy consumption in buildings	Scope 1+2: 23,121 MWh Scope 3: 1,338,498 MWh	Scope 1+2: 26,135 MWh Scope 3: 1,438,283 MWh	302-1	Elec-Abs Total electricity consumption DH&C-Abs Total district heating & cooling consumption
Energy intensity of buildings (whole building)	98.6 kwh/m ² /year	108.3 kwh/m ² /year	302-2	Fuels-Abs Total fuel consumption Energy-Int-Abs
Reduction of energy consumption	Report pages 12 and 13 (Section "Environment")	Report pages 13 and 14 (Section "Environment")	302-4	
GHG Emissions: Location-Based				
Rebased Data ¹				
Direct (Scope 1) GHG emissions	1,655 t CO ₂ e	1,820 t CO ₂ e	305-1	GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions
Energy indirect (Scope 2) GHG emissions	2,581 t CO ₂ e	3,113 t CO ₂ e	305-2	GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions
Other indirect (Scope 3) GHG emissions	266,960 t CO ₂ e	294,500 t CO ₂ e	305-3	
GHG emissions intensity	0.020 t CO ₂ e/m ² /yr	0.021 t CO ₂ e/m ² /yr	305-4	GHG-Int-Abs

1. Improved energy data quality for 2023 and better allocation information between landlord and customer consumption reduced the total energy-related emissions. According to guidance from the GHG Protocol and SBTi methodology, Mileway rebased the 2023 baseline emissions

Global Reporting Initiative Index

Environmental

Description	2024 Response	2023 Response	GRI	EPRA
GHG Emissions: Market-Based		Rebased Data ¹		
Direct (Scope 1) GHG emissions	1,655 t CO ₂ e	1,820 t CO ₂ e	305-1	GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions
Energy indirect (Scope 2) GHG emissions	1,707 t CO ₂ e	3,198 t CO ₂ e	305-2	GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions
Other indirect (Scope 3) GHG emissions	338,032 t CO ₂ e	375,185 t CO ₂ e	305-3	
GHG emissions intensity	0.025 t CO ₂ e/m ² /yr	0.027 t CO ₂ e/m ² /yr	305-4	GHG-Int-Abs

1. Improved energy data quality for 2023 and better allocation information between landlord and customer consumption reduced the total energy-related emissions. According to guidance from the GHG Protocol and SBTi methodology, Mileway rebased the 2023 baseline emissions

Global Reporting Initiative Index

Social

Description

Employees

2024 Response

Region	Female	Male	Total
Denmark	2	5	7
Finland	5	2	7
France	14	24	38
Germany	17	24	41
Italy	4	7	11
Luxembourg	35	36	71
Netherlands	69	87	156
Spain	18	20	38
Sweden	19	21	40
United Kingdom	61	79	140
Grand Total	244	305	549

Scope includes all employees including interns, excluding contractors

2023 Response

Region	Female	Male	Total
Denmark	1	5	6
Finland	3	3	6
France	10	19	29
Germany	13	25	38
Italy	4	5	9
Luxembourg	39	37	76
Netherlands	60	85	145
Spain	5	10	15
Sweden	15	17	32
United Kingdom	51	68	119
Grand Total	201	274	475

Scope includes all employees including interns, excluding contractors

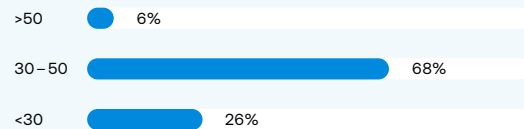
GRI

2-7

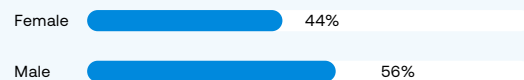
EPRA

Employees

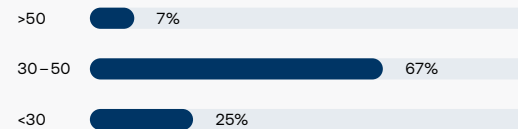
Age Group



Gender



Age Group



Gender



2-7

Global Reporting Initiative Index

Social

Description	2024 Response	2023 Response	GRI	EPRA																																																								
Employees	<table><thead><tr><th></th><th>Female</th><th>Male</th><th>Total</th></tr></thead><tbody><tr><td>Permanent</td><td>221</td><td>282</td><td>503</td></tr><tr><td>Temporary</td><td>23</td><td>23</td><td>46</td></tr><tr><td>Grand Total</td><td>244</td><td>305</td><td>549</td></tr><tr><td>Permanent</td><td>40%</td><td>51%</td><td>92%</td></tr><tr><td>Temporary</td><td>4%</td><td>4%</td><td>8%</td></tr><tr><td>Grand Total</td><td>44%</td><td>56%</td><td>100%</td></tr></tbody></table>		Female	Male	Total	Permanent	221	282	503	Temporary	23	23	46	Grand Total	244	305	549	Permanent	40%	51%	92%	Temporary	4%	4%	8%	Grand Total	44%	56%	100%	<table><thead><tr><th></th><th>Female</th><th>Male</th><th>Total</th></tr></thead><tbody><tr><td>Permanent</td><td>186</td><td>258</td><td>444</td></tr><tr><td>Temporary</td><td>15</td><td>16</td><td>31</td></tr><tr><td>Grand Total</td><td>201</td><td>274</td><td>475</td></tr><tr><td>Permanent</td><td>39%</td><td>54%</td><td>93%</td></tr><tr><td>Temporary</td><td>3%</td><td>3%</td><td>7%</td></tr><tr><td>Grand Total</td><td>42%</td><td>58%</td><td>100%</td></tr></tbody></table>		Female	Male	Total	Permanent	186	258	444	Temporary	15	16	31	Grand Total	201	274	475	Permanent	39%	54%	93%	Temporary	3%	3%	7%	Grand Total	42%	58%	100%	2-7	
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New Hires and Terminations	<div><div>New Hires</div><div><div>Female</div><div><div></div><div>47%</div></div></div><div><div>Male</div><div><div></div><div>53%</div></div></div><div>Terminations</div><div><div>Female</div><div><div></div><div>40%</div></div></div><div><div>Male</div><div><div></div><div>60%</div></div></div></div>	<div><div>New Hires</div><div><div>Female</div><div><div></div><div>46%</div></div></div><div><div>Male</div><div><div></div><div>54%</div></div></div><div>Terminations</div><div><div>Female</div><div><div></div><div>48%</div></div></div><div><div>Male</div><div><div></div><div>52%</div></div></div></div>	401-1	Emp-Turnover Employee turnover and retention																																																								

Global Reporting Initiative Index

Social

Description

Employee Turnover

Diversity of governance bodies and employees

2024 Response

	Female	Male	Total
<30	4	13	17
30-50	22	28	50
>50	2	7	9
Grand Total	28	48	76
<30	1%	3%	4%
30-50	5%	6%	11%
>50	0%	1%	1%
Grand Total	6%	10%	16%

Total employee turnover percentage has decreased from 17% in 2023 to 15% in 2024

Proportion of individuals within the organisation's governance bodies by gender

	Female	Male	Total
Senior Leadership Team	0	3	3
Executive Leadership Team	4	5	9
Leadership Team	5	10	15
Manager	36	70	106
Other	199	217	416
Grand Total	244	305	549

2023 Response

	Female	Male	Total
<30	6	7	13
30-50	23	24	47
>50	3	1	4
Grand Total	32	32	64
<30	2%	2%	3%
30-50	6%	6%	12%
>50	1%	0%	1%
Grand Total	8%	8%	17%

Total employee turnover percentage has decreased from 20% in 2022 to 17% in 2023

Proportion of individuals within the organisation's governance bodies by gender

	Female	Male	Total
Senior Leadership Team	0	3	3
Leadership Team	4	16	20
Manager	34	69	103
Other	163	186	349
Grand Total	201	274	475

GRI

401-1

405-1

EPRA

Emp-Turnover Employee turnover and retention

Diversity-Emp Employee gender diversity

Global Reporting Initiative Index

Social

Description	2024 Response	2023 Response	GRI	EPRA																																																																	
Diversity of governance bodies and employees	<p>Proportion of individuals within the organisation's governance bodies by age group</p> <table> <tr> <th></th><th><30</th><th>30-50</th><th>>50</th><th>Total</th></tr> <tr> <td>Senior Leadership Team</td><td>0</td><td>2</td><td>1</td><td>3</td></tr> <tr> <td>Executive Leadership Team</td><td>0</td><td>8</td><td>1</td><td>9</td></tr> <tr> <td>Leadership Team</td><td>0</td><td>13</td><td>2</td><td>15</td></tr> <tr> <td>Manager</td><td>5</td><td>93</td><td>8</td><td>106</td></tr> <tr> <td>Other</td><td>137</td><td>258</td><td>21</td><td>416</td></tr> <tr> <td>Grand Total</td><td>142</td><td>374</td><td>33</td><td>549</td></tr> </table>		<30	30-50	>50	Total	Senior Leadership Team	0	2	1	3	Executive Leadership Team	0	8	1	9	Leadership Team	0	13	2	15	Manager	5	93	8	106	Other	137	258	21	416	Grand Total	142	374	33	549	<p>Proportion of individuals within the organisation's governance bodies by age group</p> <table> <tr> <th></th><th><30</th><th>30-50</th><th>>50</th><th>Total</th></tr> <tr> <td>Senior Leadership Team</td><td>0</td><td>2</td><td>1</td><td>3</td></tr> <tr> <td>Leadership Team</td><td>0</td><td>15</td><td>5</td><td>20</td></tr> <tr> <td>Manager</td><td>5</td><td>88</td><td>10</td><td>103</td></tr> <tr> <td>Other</td><td>116</td><td>214</td><td>19</td><td>349</td></tr> <tr> <td>Grand Total</td><td>121</td><td>319</td><td>35</td><td>475</td></tr> </table>		<30	30-50	>50	Total	Senior Leadership Team	0	2	1	3	Leadership Team	0	15	5	20	Manager	5	88	10	103	Other	116	214	19	349	Grand Total	121	319	35	475	405-1	Diversity-Emp Employee gender diversity
	<30	30-50	>50	Total																																																																	
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Parental leave	28 employees took parental leave in 2024	28 employees took parental leave in 2023	401-3																																																																		

Global Reporting Initiative Index

Social

Description	Response	GRI	EPRA
Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Mileway follows the local market in offering benefits. This means that benefits offered to employees can differ per country. Benefits across the organisation (though not applicable for all countries) include:</p> <ul style="list-style-type: none"> • Pension plan • Paid time off • Special leave arrangements • Life insurance • Business travel insurance • Medical insurance • Accident insurance • Lunch vouchers • Learning & development opportunities with Mileway University incl. LinkedIn Learning subscription • Employee referral programme • Various travel benefits (role dependent) 	401-2	
Programmes for upgrading employee skills and transition assistance programs	Report pages 24 and 25 (Section "Social")	404-2	Emp-Training and development
Percentage of employees receiving regular performance and career development reviews	100% – each year, every employee is contacted to have regular discussions with their managers on their performance and their careers	404-3	Emp-Dev Employee performance appraisals
Operations with local community engagement, impact assessments and development programs	Report pages 22 and 23 (Section "Social")	413-1	Comty-Eng Community engagement, impact assessments and development programmes

Global Reporting Initiative Index

Governance & Other Topics mentioned in the ESG Report

Description	Response	GRI	EPRA
Organisational details	Legal name: Mileway U.K. Management Ltd	2-1	
	Ownership and legal: Mileway is a private company owned by funds managed by Blackstone Real Estate		
	Location of headquarters: 3 Copthall Avenue, London EC2R 7BH, United Kingdom		
	Countries of operation: Report page 6 (Section "About Us")		
Entities included in sustainability reporting	Report page 33 (Section "Reporting Basis")	2-2	
Reporting period, frequency, and contact point	Report page 33 (Section "Reporting Basis")	2-3	
	Report page 45		
Activities, value chain, and other business relationships	Report page 6 (Section "About Us")	2-6	
Governance structure and composition	Mileway website: https://mileway.com/about/	2-9	Gov-Board Composition of the highest governance body
Chair of the highest governance body	The chair of the highest governance body is also a senior executive in the organisation.	2-11	

Global Reporting Initiative Index

Governance & Other Topics mentioned in the ESG Report

Description	Response	GRI	EPRA
Role of the highest governance body in overseeing the management impacts	Report page 28 (Section "Governance")	2-12	
Delegation of responsibility for managing impacts	Report page 28 (Section "Governance")	2-13	
Role of the highest body in sustainability reporting	Report page 28 (Section "Governance") The highest governance body is responsible for reviewing and approving the reported information. The ESG team reports quarterly on ESG information to the Senior Leadership Team and in general any ESG disclosure is reviewed by them. The executives are also responsible for reviewing and approving the ESG strategy, including the company goals.	2-14	
Conflicts of interest	At Mileway, we take ethics and integrity very seriously. We have a conflict of interest policy to make sure that everyone who represents our company, from employees to consultants and contractors, acts in the best interest of Mileway and our partners. We want to avoid any situation where personal interests might influence decisions, so we ask our team members to be fair and objective in their work. Our conflict of interest policy helps us identify and address any potential conflicts of interest to prevent and mitigate risks to our reputation and business. It's essential for us to be transparent and accountable, so we encourage everyone to disclose any conflicts they might have. If avoiding a conflict isn't possible, we work together to find ways to manage it properly. We also value fair and transparent vendor relationships, and we make sure vendors are aware of any potential conflicts of interest. We provide training to all of our team members to raise awareness about this policy and its importance. We keep records of conflict disclosures, respecting data protection policies.	2-15	Gov-Col Process for managing conflicts of interest
Statement on sustainable development strategy	Report page 5 (section "A message from our CEO")	2-22	
Policy commitments	At Mileway, our commitment to responsible business conduct and human rights is evident through the implementation of key policies aligned with ESG considerations. These policies include anti-bribery and corruption policy, modern slavery statement (U.K. only), conflict of interest policy, Code of Conduct, supplier code of conduct, whistleblowing policy and GDPR policies. Via the Platform LMS (Learning Management System) all employees and contractors are requested to complete a training on Competing Fairly, Anti-Bribery Laundering and Corruption, Commercially Sensitive Information, Conflicts of Interest and GDPR. The policies are communicated through Mileway's online portal. Certain external policies are available on Mileway's website.	2-23	

Global Reporting Initiative Index

Governance & Other Topics mentioned in the ESG Report

Description	Response	GRI	EPRA
Mechanisms for seeking advice and raising concerns	Mileway provides several mechanisms for individuals to seek advice on implementing responsible business conduct policies and practices, as well as to raise concerns about the company's business conduct. The company has a comprehensive Code of Conduct that outlines ethical standards and provides guidance on responsible behaviour. Additionally, Mileway has a Whistleblowing Policy that encourages personnel to report suspected wrongdoing confidentially and ensures that concerns are taken seriously and investigated appropriately. The Senior Leadership Team holds overall responsibility for the whistleblowing policy and reviews its effectiveness. Mileway also offers confidential reporting channels, conducts training programmes, and encourages open communication to foster a culture of integrity and accountability. These mechanisms create a safe environment where individuals can seek advice, raise concerns, and contribute to responsible business practices.	2-26	
Membership in associations	Report page 29 (section "Partnerships")	2-28	
Approach to stakeholder engagement	We engage diverse groups of stakeholders, employees, investors, customers, suppliers and local communities. Through the Mileway customer hub, we engage our customers by sharing ESG information, including environmental checklists and best practice guides, health and safety policies and educational materials on energy reduction and cost savings practices. Our employees and suppliers have to follow the Mileway Code of Conduct and the community is engaged through meaningful and impactful corporate philanthropic initiatives by supporting local charitable endeavours.	2-29	
Communication and training about anti-corruption policies and procedures	All employees are required, through their employment contract, to act in compliance with the Company's Code of Business Conduct and Ethics. Moreover, via the Platform LMS (Learning Management System) all employees and contractors are requested to complete a training on Competing Fairly, Anti-Money Laundering, Anti-Bribery and Corruption, Commercially Sensitive Information, Conflicts of Interest and GDPR. The policies are communicated through Mileway's online portal and certain external policies are also available on Mileway's website.	205-2	



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