



United Nations Global Compact
United Nations
New York, NY 10017
USA

Amsterdam
November 8th, 2022

To our stakeholders:

I am pleased to confirm that Mileway reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. In this first annual Communication on Progress, we describe our first actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

DocuSigned by:

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Emmanuel Van der Stichele
CEO

About us

Mileway is the largest owner of last mile logistics real estate in Europe, with nearly 1,700 properties spanning over 14 million square metres. Our largest markets include the UK, Germany, the Netherlands, Sweden and France, and we have a significant presence in Denmark, Italy, Spain, Finland and Ireland.

As an entrepreneurial company with significant scale across Europe, we are in a unique position to create positive change for our stakeholders, including our people, customers and communities. With ESG formally embedded into our business operations, we continue to be able to create last mile space where businesses and local communities can connect, prosper and grow, while generating long-term value for all our stakeholders.

Using our scale to make impactful change

Our large, pan-European presence gives us a unique opportunity to bring about positive change to a wide group of stakeholders through the implementation of our ESG best practices, namely:

- Reducing greenhouse gas emissions at our properties by reducing energy consumption and transitioning to renewable energy sources.
- Increasing our impact across our value chain by working with our suppliers to embed high standards of sustainability and social responsibility into their practices.
- Working together with our customers to support them in achieving their sustainability goals
- Partnering with the local governments where our properties are located to help support the use of electric vehicles and the implementation of low emissions zones.

Our ambition is to enable each employee to become an agent of change. We are proud of our diverse workforce and are committed to having an inclusive company culture. We actively encourage our employees to engage in volunteering and charitable endeavours by providing them with opportunities to support local initiatives in the areas in which we operate.

We are committed to improving the ambitious standards that we are setting for the European last mile logistics real estate sector, and we will continue to develop robust policies, procedures and governance to maintain our strong position. We are committed to being transparent about our objectives and progress and we are committed to aligning with and reporting according to the key sustainability frameworks - Global Reporting Initiative (GRI), Task Force on Climate-Related Financial Disclosures (TCFD) and GRESB.

Our priorities

We have embedded ESG into our practices and decision-making processes and will work towards delivering on our key ESG priorities, in accordance with the milestones that we have established.

Our plan for the environment

We are committed to implementing environmental best practices and managing environmental risks responsibly in order to enhance value within our portfolio. As part of our ESG strategy, we are working on establishing SBTi carbon reduction targets and assessing our pathway to Net Zero.

Our strategy is a measurable and systematic programme, which focuses on carbon emissions reduction, renewable energy generation, sustainable building certifications and data collection to support reporting transparency. Our strategy is underpinned by a focus on technology to increase efficiency in our operations, including through smart metering, building management services and a smart grid.

Our plan for social impact

Our people and the communities we operate in play a crucial role in our ESG ambition. Having a diverse and talented group of employees with a broad range of perspectives has been key to our achievements and will remain at the heart of the continued growth of our business. Inside the organisation and across our value chain, we will further promote diversity, equity and inclusion (DE&I).

While our initial ESG efforts and target-setting have focused on the environment, our full ESG strategy will set out clear actions on our culture, career development, stakeholder engagement and community support programmes.

Our social impact plan will focus on:

- Creating environments that prioritise the well-being of our employees, customers and communities.
- Furthering our DE&I programme by committing to hiring from underrepresented communities, facilitating employee affinity groups and conducting unconscious bias training on an annual basis.
- Positively impacting the communities in which we operate by fostering innovative and meaningful partnerships, as well as supporting local charitable endeavours.

Our governance plan

Managing our business responsibly begins with a robust governance framework. We have already established an organisational structure that ensures accountability and fosters integrity. Overall responsibility and oversight of this structure is held by our CEO.

Transparent reporting is key to demonstrating progress towards our environmental and social goals and facilitates alignment with globally accepted ESG reporting standards and frameworks.

Furthermore, we are developing a compliance programme that reinforces our commitment to local regulations and promotes the behaviour we want to develop in our business activities.



United Nations Sustainable Development Goals

Indicator	Description	Mileway Focus Are
SDG 5 Gender Equality	Achieve gender equality and empower all women and girls	Diverse company culture
SDG 7 Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all	Futureproofing our assets for a low carbon economy
SDG 8 Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Customer engagement Local initiative support programmes Social mobility promotion
SDG 9 Industry, Innovation, & Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Electrification Low carbon emission cities
SDG 11 Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable	Well-being of our employees, customers and communities
SDG 13 Climate Action	Take urgent action to combat climate change and its impacts	Futureproofing our assets for a low carbon economy

Measurement of outcomes

Mileway's first ESG Data Strategy is in progress. The aim is to have a system in place to gather data in the short-, medium-, and long-term that will help us answer and manage ESG-related topics. As part of this ESG Data Strategy Mileway selected and defined data points based on different requirements (GRI, GRESB, UNGC, SASB,TCFD, EU and local regulation,...) and established systems and procedures for data gathering, and storage of the collected information.

As we are currently implementing this strategy and tracking the first set of KPIs, we are not yet ready to disclose measures of progress of the areas included in this Communication of Progress (Human Rights, Labour, Environment, and Anti-corruption). We will include relevant ESG updates in the 2023 submission.