

SUSTAINABILITY STATEMENT

continued

Progress against our social value targets

In FY25, we achieved 12 out of our 14 social value targets across the pillars of People, Environment, Community and Responsible Supply Chain.

As at FY25, we have transitioned 74% of our total UK fleet to EVs, slightly below our 80% target. This shortfall was primarily due to our continued business expansion, both organically and through infill M&A, which introduced new vehicles to the fleet, including those where commercially and operationally viable EV options are not available. Overall, we have made substantial progress over the past five years, converting 85% of our fleet where EV alternatives are available. We now operate 57% more EVs compared with the initial expectation when we launched Plan Zero in 2020.

The percentage of racially diverse colleagues on our senior leadership team (SLT) increased by 2.4ppt to 17.4%, and we continue to work towards our target of 20%.



People

	Target FY25	Actual FY25	Achieved?
% of colleagues, where Mitie sets salary, paid Real Living Wage	100%	100%	●
% of colleagues through apprenticeship scheme	5.0%	5.9%	●
% of women on SLT	40%	42%	●
% of racially diverse colleagues on SLT	20%	17.4%	●



Environment

Scope 1 and 2 emissions, net of carbon credits – global emissions (tonnes)	12,775	12,775	●
Scope 3 emissions – global emissions (tonnes)	275,752	254,355	●
% of fleet zero carbon ¹	80%	74%	●
Waste to landfill (tonnes)	0	0	●



Community

Volunteer paid hours	23,680	32,512	●
Health and wellbeing training hours delivered	28,943	36,814	●
Armed Forces recruitment ²	2.3%	3.9%	●



Responsible supply chain

Spend with VCSEs	£2.3m	£3.4m	●
% of spend with SMEs ³	33%	47.3%	●
% of spend on Supplier Management Framework	40%	55.2%	●

1. In FY24 we reduced the FY25 target for % of fleet zero carbon from 85% to 80% to reflect the increased size of our overall fleet of vehicles, due to organic growth and strategic acquisitions, and the limited availability of commercially and operationally viable EV options for specialist vehicles and our highest mileage drivers.

2. This target relates to maintaining Armed Forces recruitment at a percentage of 0.5% above the population average.

3. Commitment to maintain public sector % SME spend above 33% target.