

APCOA

SUSTAINABILITY REPORT

2022



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FOREWORD

PHILIPPE OP DE BEECK

Responsible Business

In 2021 we launched our initiative ‘APCOA Sustainability in Action’, putting a framework around our multiple ESG initiatives. This has now become a real part of our business: towards our employees, towards the drivers that park at our facilities, towards our clients and to all the organisations to which we provide our services.



We work in close proximity to 70% of the population in the 13 countries where we are located and are very aware that the way we operate can impact directly on local communities.

APCOA’s 2021 Sustainability Report outlined our ESG strategy and detailed some of the investments we had made since 2016 to enable us to really make a difference. Sometimes the changes that we make may have a small impact on wider society but make a big difference to local life, and so our ESG plan reflects a combination of large and small-scale initiatives.

Our business is at the centre of mobility and can therefore play an important role in improving our environment. I am pleased and proud to be able to report substantial progress in this area.

“At APCOA we feel we can and must contribute to making our ecosystem as sustainable as possible.”

2022 Progress

2022 saw a big pick up in our business compared to the heavily COVID impacted 2021; we achieved a volume growth of >25%. Despite this growth, we achieved a carbon footprint reduction of 4.79% or 2,141 tCo2e.

This reduction was achieved primarily by switching to green energy in all car parks where APCOA can make that choice, by a continued push to replace lighting with intelligent LED and by increasing the speed at which we convert our fleet to electric vehicles.



During 2022, we made some big announcements and initial investments around the role we want to play in Electric Vehicle Charging. Over the next 10 years we will install over 100,000 AC chargers and well over 1,000 DC chargers across our network. We have invested in the platform technology to do so and have signed framework agreements with multiple DC players such as Tesla, BP and Ionity. Over 3,000 AC chargers are already installed. This demonstrates our commitment to

change mobility for the longer term and shows we can have real influence to do so.

Our Urban Hubs initiative - where we open up our car parks to be used as EV-based logistic distribution centers, with car sharing stations, bike storage and other proximity services - also substantially contributes to improving the local environment. By the end of 2022 we had 350 sites where Urban Hubs services are offered, with more in the pipeline for 2023.

With all these initiatives, we are also helping the owners of the assets in which we operate to increase their own contribution to a more sustainable environment.

Employer of Choice

In terms of APCOA's focus on 'social' improvements, overall across the group we strive to be an employer of choice. We implemented a social framework built on 6 pillars around which our local operations can form their own programs.

Diversity of employment is one of the main areas on which we have focused attention. A great example is the diversity push in the UK specifically targeting an increase in female participation in our industry, which in field

operations is still male dominated. Our first pilot projects involving a number of small but significant changes have led to a 6.3% increase in female recruitment, and retention has also improved.

Governance and compliance

As APCOA leads the way in the development and provision of digital solutions in parking and mobility across Europe, we have ensured that critical attention is paid to data security and compliance. We have developed extensive, standardised GDPR and compliance training which was undertaken by all managers and supervisory colleagues across Europe during 2022.

This approach supports our governance framework which is designed to ensure every APCOA colleague understands what is expected of them when undertaking their



business and that they are equipped to always make the right choices.

By ensuring APCOA continues to grow and develop in innovative, responsible and sustainable ways, we can make a significant contribution to environmental and social targets for the countries in which we operate.

I am extremely impressed by the enthusiasm and commitment of our colleagues across all countries to embrace the changes and look for other opportunities to make improvements, whether environmental or social. I thank them for their continued support in helping us to become a more sustainable business. Best practice sharing under the leadership of our group's ESG Director, Kim Challis, has substantially accelerated our progress.

We are committed to the goals we have set out and to make a difference to the world, both delivering large-scale change and improving life for the local communities in which we work.

In this report you will find various examples of initiatives across the group covering each of our ESG components.

Philippe Op de Beeck
Chief Executive Officer, APCOA



1

ABOUT APCOA

COMPANY PROFILE

APCOA is Europe’s leading parking operator with over 50 years of industry expertise. With 5,000 employees, we manage more than 1.8 million individual parking spaces at over 12,000 locations. These parking spaces are all situated in proximity to 70% of the population in the 13 countries in which APCOA operates.

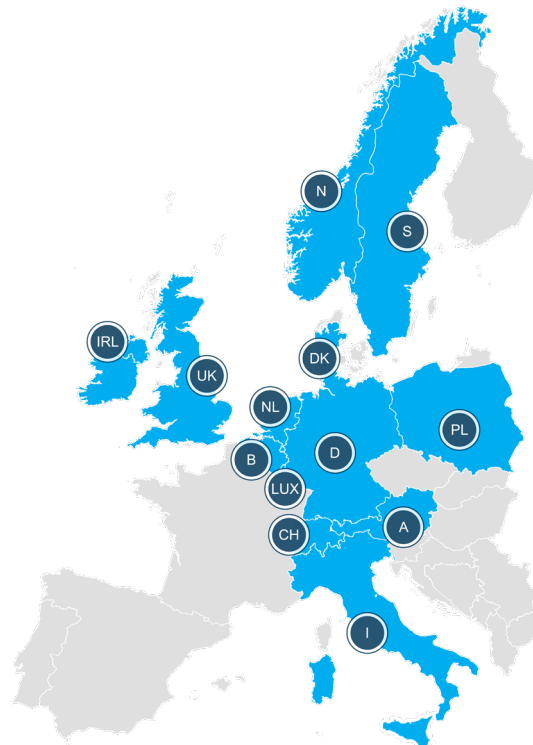
“With our consistent asset light business model, APCOA is the trusted partner who maximizes value for private and public real estate owners.”

Via our open digital platform APCOA FLOW, we connect on-street and off-street car parks with clients, partners, customers and their vehicles. Based on this technology, APCOA is transforming our car parks into Urban Hubs, providing the physical and digital infrastructure for mobility, logistics, e-charging, and technology-based services.

Customers profit from innovative and convenient experiences provided by APCOA and our partners who use the car parks to deliver their services. The environment also benefits as the company actively contributes to the reduction of emissions in cities by decreasing the volume of traffic for logistics and searching for parking.

“APCOA serves all sectors: airports & railway stations, city & shopping centers, hospitals, universities as well as event locations and on-street sites.”

By connecting parking, mobility and services for urban life, APCOA is positioned to be an integral part of the digital and physical urban ecosystem.



COMPANY STRATEGIC GOAL

APCOA has a clear vision of the future: We connect Parking, Mobility and Urban life by providing innovative, smart and sustainable solutions to our clients and customers.

“At APCOA our mission is to achieve this vision by striving to be not just a mere service provider, but a reliable and trusted partner.”

We offer a comprehensive range of innovative services and products for our clients and customers. Integrity and loyalty are indispensably part of our company philosophy. In all we do, we aim to contribute to a more sustainable life.

Our Vision

APCOA is driven by a clear vision for the future:



WE - that means all of us together, can make our vision happen!



We create exciting new products and services by **CONNECTING** consumers, clients, partners, cars, and car parks.

PARKING is our heritage, core competence and foundation of our business – we are an outsourcer delivering parking management.

Our clients, customers and partners expect us to provide answers about smart, sustainable **MOBILITY** and innovative, future-proof solutions also beyond parking.

With our digital and physical infrastructure, we are able to contribute to a sustainable **URBAN LIFE** by opening our car parks to partners for mobility, charging, logistics as well as new technology and services.

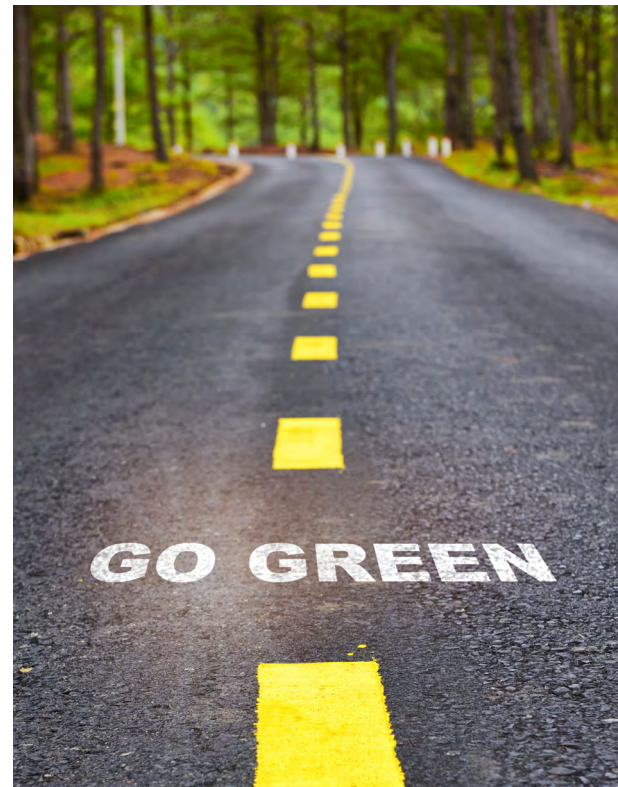


Trends such as urbanisation, digitalisation, the rise of electric vehicles and smart mobility are transforming transport and driver behaviours.

This is fundamentally re-shaping the parking industry. In this ever-changing world of the smart city, we go beyond traditional solutions to

embrace technology and innovation. We provide the physical and digital infrastructure for a sustainable urban life. With our Urban Hubs we are building an ecosystem for tailor-made and connected use cases around mobility, charging, logistics and new technology and services.

“In all that we do, we aim to contribute to a more sustainable life.”



We deliver our vision through a clear focus on the needs of customers and consumers, support for our employees and specialist knowledge. We are committed to innovation, new technology and outstanding customer service.

Our Mission

All our work is underpinned by six key differentiators:

WE are a pure play parking operator for all forms of on- and off-street parking, for private and public clients

WE open our physical & digital infrastructures to provide Urban Hubs for proximity services

WE maximize value and convenience for consumers, partners and clients, and we are partners to real estate investors and owners

WE lead through technology and connect consumers, cars, car parks, partners and services

WE are best in class in operating parking assets across all dimensions and services

WE develop sector specific solutions for consumers, partners and clients



2

SUSTAINABILITY IN ACTION



OUR WAY

How sustainability is built into our company

At APCOA, we believe it is our responsibility to grow and develop as a company in innovative and sustainable ways. Connecting parking, mobility and urban life, we are an integral part of the urban ecosystem and strive to contribute to cutting CO2 emissions, conserving resources and improving quality of life. Our Europe-wide ESG programme, driven by our Group ESG Director, will fast forward our activities, centred around the three main pillars:

Environment

APCOA has made a commitment across the group to measure the Scope 1, 2 and 3 emissions, calculated in accordance with the Greenhouse Gas Protocol. To do so, we are partnering with First Climate. Going forward, we will annually report our progress against our carbon reduction targets and the associated initiatives we have taken in our journey to achieve net zero.

Social

Our people are our business, and we are proud to say that we employ colleagues from a diverse range of backgrounds and experience.

To ensure an attractive workplace, we have installed a group-wide policy on social aspects that incorporates five key elements: human rights, modern slavery, sustainable work environment, employment relations and support of the local communities we serve.

Governance

We have implemented a comprehensive set of corporate governance guidelines, policies and standards which are audited on a regular basis. Through continuous training, we have developed a strong risk awareness culture

across all our organizations which is also supported by specialized local teams.

Our reports on Environmental, Social and Governance (ESG) are just one of the ways that we are reinforcing our commitment to our colleagues, our customers, our clients and suppliers, our communities, and the environments we work in across our markets. In addition, we have joined the UN Global Compact which provides a framework for developing a more sustainable and responsible business.



3

ENVIRONMENTAL



SUMMARY OF OUR AMBITIONS

Climate change is one of the most pressing challenges our society faces. It could have a significant impact on our business, through both physical changes (such as increased average temperatures and extreme weather events) and transition risks. Transition risks include the impact of additional operating costs from increased regulation, and the move to renewable electricity. We could also see changing consumer and colleague preferences which can provide a competitive advantage.

“Our aim is to minimise the environmental impacts for our business. We are committed to measuring our carbon footprint every year (2021 baseline) and have developed a comprehensive 5-year carbon reduction plan centered around 6 key initiatives.”

At APCOA we are aware of the need to protect our environment and have embarked on a comprehensive journey to address this.

We have set a target to be Carbon Neutral for Scope 1 and 2 by 2025 and Net Zero Carbon by 2040.

We are committed to working closely with all our stakeholders (investors, clients, customers, colleagues, and supply chain partners) to reduce our carbon emissions accordingly. Our baseline year has been set to calendar year 2021.

In 2021 we appointed a partner, First Climate, to work with our sustainability team to measure our carbon emissions across the group. With over twenty years of experience, First Climate

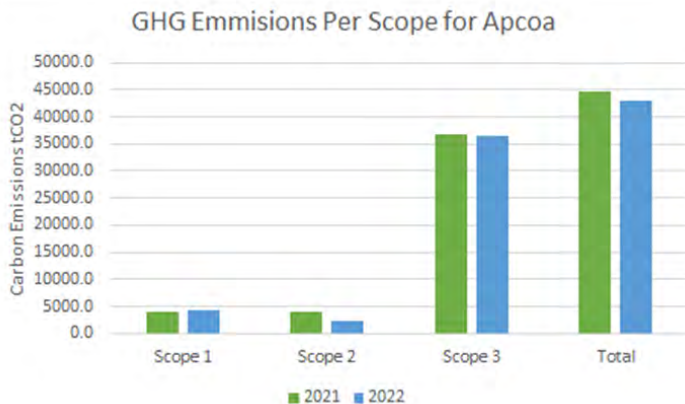
is a leading provider of climate protection and green energy solutions supporting private and public sector organizations to achieve their climate and sustainability objectives.

They are working with APCOA to minimize avoidable emissions and develop in-setting and off-setting solutions to compensate for unavoidable carbon emissions.



MEASURING OUR 2022 CARBON FOOTPRINT

Our carbon footprint for Scope 1, 2 and 3 carbon emissions has been calculated by First Climate in line with the Greenhouse Gas Protocol (GHG-P) which is the most widely used international accounting framework to understand, quantify, and manage greenhouse gas emissions.



APCOA'S total Carbon footprint for **2022 is 43,051 tCo2e** across the whole group. This is a reduction of 1,636 tCo2e from the baseline year 2021 which has been adjusted to include the acquisition in the UK. Our direct emissions (Scope 1 and 2) accounted for 15% of the total emissions which was a 3% reduction from the prior year. Our indirect emissions accounted for 85% of our total 2022 emissions.

The Greenhouse Gas (GHG) Protocol is a multi-stakeholder partnership of businesses, non governmental organizations (NGOs), governments, and others convened by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

As a result, our carbon reduction plan focuses around a four-step plan targeted at those direct operational activities that contribute most to carbon emissions. It also applies to our indirect emissions as we engage and work with our supply chain and clients to reduce third-party emissions.



To reach our target to be Carbon Neutral by 2025 we have implemented a group-wide carbon reduction programme centered around **six main initiatives:**

1. Delivering Sustainable Transportation,
2. Providing Sustainable Energy Solutions,
3. Improving Air Quality,
4. Urban Hubs - Reducing Travel Through Localization,
5. Accelerating Electrification,
6. Leveraging Digital - Sustainable Operations.

OUR CARBON REDUCTION PLAN



ELIMINATE

Our decisions will consider options to eliminate carbon emissions



REDUCE

We will use resources efficiently to lower our carbon intensity



SUBSTITUTE

We will adopt low carbon alternatives



COMPENSATE

We will offset unavoidable emissions through environmental projects

1. Delivering Sustainable Transportation

We have signed up to EV100 where we have committed to transition our complete fleet (cars, vans, scooters) to fully electric by 2030.

Fuel (diesel, gasoline, LPG) currently accounts for 63% of our direct emissions. Our 2022 group consumption was 1.63 million litres of fuel. In 2022, 14% of our total fleet was electric. We expect this number to increase to 21% by end of 2023.



Employee commuting contributes to 12% of our indirect emissions. Therefore in 2023 we will be reviewing our company car policy to ensure we incentivize more sustainable travel to and from work, including the promotion of hybrid and electric vehicles and car sharing.

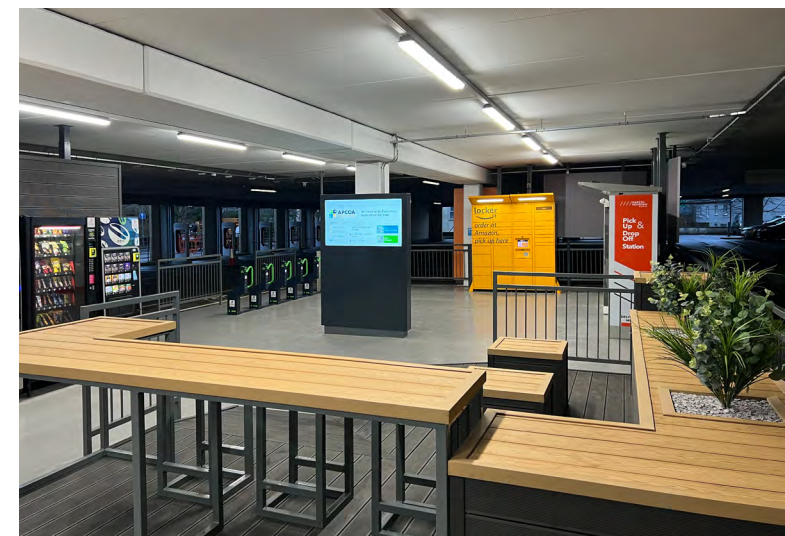
Apart from that, APCOA is partnering with multiple car sharing, car rental and micro mobility providers who are using parking spaces for charging and providing their services to the public. This goes hand in hand with improving connections to public transport to encourage multimodal transportation as an alternative to car ownership. To support that, we offer dedicated bicycle parking, including locker boxes to safely store valuable electric bikes.

APCOA'S first Urban Mobility Hub is live in the UK

In February, APCOA opened its first UK Urban Mobility Hub to the public at St Catherine's Walk Car Park in the Welsh town of Carmarthen. Urban Mobility Hubs are designed around a convenient central location, accessible to the public and able to offer a variety of accessible services all in one place.

The hubs can also be used for local information and as a well-situated point to switch from one mode of transport to another.

By working with a network of partner organisations, APCOA has equipped the car park to offer a range of services focused on the needs of the local community and visitors

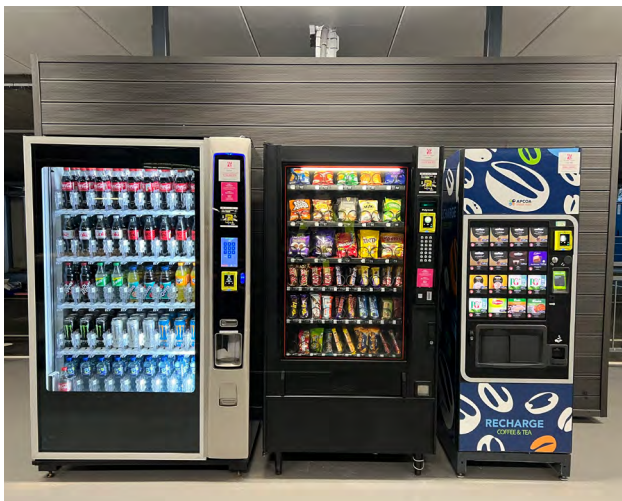


to Carmarthen. Facilitated by state-of-the-art ANPR technology and fully wi-fi enabled, the new Hub saw customers immediately benefiting from:

- ➔ Five 22kW AC fast chargers and 12 V3 Tesla Superchargers, capable of delivering peak charge rates up to 250kW
- ➔ Five e-bike chargers with secure bike storage
- ➔ Seating area with vending machines for hot and cold drinks and snacks

- ➔ Three banks of delivery lockers covering every major courier
- ➔ A pre-bookable, heated, private office pod
- ➔ Live transport screen showing real-time information on local bus and train services
- ➔ Designated parking zones for blue badge holders, parent and child parking, and pre-bookable premium bays

More UK Urban Mobility Hubs, including Manchester and Sheffield, will be opened by APCOA in 2023 with a roll out of 10 sites planned by 2025.



All will have services tailored to benefit their local communities and provide links to public transport and will contribute significantly to APCOA's ongoing commitment to sustainability.

“APCOA’s Urban Mobility Hub is at the heart of our strategy of combining parking with urban sustainable mobility, intelligently and conveniently. By transforming our parking space into an inter-modal mobility hub, we are creating a central platform for new mobility services.”

2. Providing Sustainable Energy Solutions

Electricity is our largest energy source. We use it for lighting, ventilation, and powering equipment across our car parks. Our 2022 group electricity consumption was 35,599 MWh.

Norway, Sweden, Austria, Germany and Switzerland continued to purchase 100% of their electricity from renewable sources. In 2022 we saw Belgium, Italy, Ireland and UK switch to renewable sources which resulted in

our direct scope 2 reduce by 1,650 tCo2e. In 2023 we expect Netherlands, Poland, Denmark and Luxembourg to also switch.

- ➔ Further Implementation of **Intelligent LED Lighting** systems across larger car parks. In 2022 this programme continues.



Case Study

Over 20 facilities have now been entirely converted to LED lighting in APCOA Italy – with a clear aim is to convert all car parks by the end of 2024. The LED lighting system brings great benefits in terms of electricity consumption - with a reduction of up to 30% - assisted by the installation of movement sensors for the intelligent control of car park lighting.



Implementation and use of solar panels – specifically for powering ANPR cameras, car park pay & display machines and ancillary operational activities such as car washing, lockers and other payment solutions.



Integrating Energy Centres into Car Parks

APCOA client London North West University Healthcare NHS Trust needed additional, secure parking for staff members close to the hospital and to reduce its high energy costs.

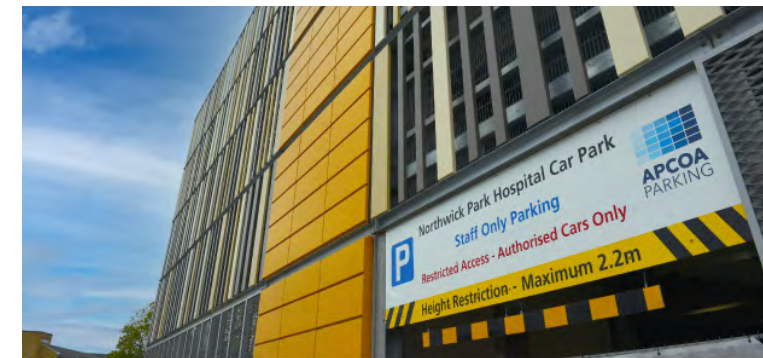
APCOA's solution was to design and build a complex new 729-space multi-storey car park

incorporating an integrated energy centre – the first combination of this kind. It both generates income for the Trust and supports their sustainability targets to achieve net-zero carbon emissions. A sale of some land realised funds for future investment in staff and patients from the previously poorly utilised assets and provided an opportunity for the trust's housing partner to develop 1600 housing units, many of which are for low-income families in an area of acute housing shortage.

An 800m² energy centre, architecturally engineered into the footprint of the multi-storey car park has enabled the hospital to dramatically reduce its energy spend. The combination of a state-of-the-art CHP system enhanced by innovative combined air and water sourced heat pumps along with a battery storage system, also created a smart grid, producing a saving of 2,500 tonnes of carbon every year.

“The APCOA team have been great to work with, providing a full package of expertise and on-site skills to successfully guide the project from conception to completion in an extremely short time window that will maximise our downstream benefits.”

This best practice is now being shared so we can provide this capability across a number of our countries.



3. Improving Air Quality

Emissions from road vehicles have a negative impact on air quality. These include particulates and nitrogen oxides in particular. At APCOA we are working with our UK and Scandinavian teams to develop a coherent strategy to address our contribution to improving air quality.

Our policies to minimise emissions include the following:

➔ Anti-Idling Campaigns

We are working with municipalities in the UK, Sweden and Denmark to implement no idling campaigns via on street enforcement.

➔ Electric Vehicles

Our operational fleet is transitioning to both smaller, more economical vehicles such as e-bikes and scooters as well moving to fully electric by 2030.

➔ Air Quality Monitoring

We support our clients' air quality programmes through intuitive and innovative means. We sourced and deployed wearable compact environmental pollution monitor trackers which can be worn by our frontline colleagues.

The air quality trackers collect data on PM, PM 10, No2, VoC, Temperature and Humidity which is paired to allow real time data transmission and GPS location mapping. The data is fed back live to a global air quality data collection utility. We feed into data that is openly sourced and freely available to the communities that we operate in, we are able to demonstrate highs and lows in pollutant levels at 1-hour intervals over a 24hr period. We are the first operator to deploy wearable trackers with enforcement officers.

The Flow Devices



The Flow devices have garnered significant interest and received the CES 2017 Innovation Awards Honouree title in the „tech for a Better World“ category.

This project has been rolled out to five municipalities in the UK and is now being trialed in Ireland and Sweden.

4. Urban Hubs - Reducing Travel Through Localization

APCOA offers more than 12,000 car parks across Europe as Urban Hubs to provide the physical and digital infrastructure for strategic partners in mobility, electrification, logistics and on-demand services.



With the strategic expansion of our product portfolio, we form an integrated ecosystem of Smart City and Smart Mobility services and actively contribute to the sustainable transformation of urban areas and the reduction of CO2 emissions.

APCOA's strategic partners include for example Amazon, Bosch, Inpost, DHL, UPS & SIXT. The flexible incorporation of tailor-made electric shared and micro mobility services support emission-free intermodal transport and help to reduce inner-city traffic and the search for parking spots.

Case Study - Norway

APCOA Norway uses around 50 million liters of washer fluid a year many of which are sold in disposable plastic containers contributing to 1,000 tons of plastic a year. With our partner we provided at 30 parking lots a washer fluid dispenser which reduces plastic consumption in the form of disposable containers, as well as a reduced CO2 footprint in connection with delivery.



Real estate owners gain access to APCOA's exclusive network of partners.

Communities benefit as the delivery of core services are provided locally significantly reducing the need for inner-city logistics travel.

“Our hubs combine parking with logistics and technology services, shared mobility platforms and charging infrastructure for electric vehicles - creating the Smart Cities of the future”

In 2022 we have achieved across the group:

➔ Logistics

Partners use our sites as micro logistic hubs for sorting and last mile delivery of parcels as well as for fleet parking, charging and maintenance. This results in reduced inner city traffic volumes and emissions.

➔ Charging

Mobility providers such as scooter companies or car rental companies charge their fleets in our car parks. The charging infrastructure is also offered to parking customers, supporting the transition to electric mobility.

➔ Mobility

APCOA locations provide the basis for a wide variety of shared mobility offerings such as rental cars and shared mobility vehicles

including cars, mopeds, bikes, and scooters. These serve as an alternative to privately owned vehicles.

➔ Technology & Services

Our car parks serve as community centers for a wide array of services. They range from Corona vaccination stations to open air cinema and concert locations to sport sites, thus helping to improve life quality locally.

Urban Hubs is APCOA's answer to some of the greatest trends of this day and age: the significant growth of online and on-demand commerce which drives demand for inner-city logistics space, increasing urbanisation and the rise of electric mobility.



Case Study - Germany

APCOA Germany makes free parking spaces available to GreenMobility users in two car parks in Cologne where customers can pick up and drop off GreenMobility's Renault ZOE e-cars free of charge.

We are already developing plans to expand our partnership during 2023.

UPS, one of the world's largest shipping couriers utilizes APCOA multi-storey car parks in Hamburg and Cologne, Germany as micro depots for the handling of parcels.

From there, parcels are delivered via electric cargo bikes. This co-operation reduces CO₂ emissions, traffic noise and traffic jams.

"By partnering with UPS, we are providing the infrastructure for sustainable urban logistics services. The use of our parking areas as transshipment points, contributes to the reduction in traffic, noise, and CO₂ emissions. At the same time, we improve utilization of our space capacities. With that, we are making a contribution to climate protection and higher quality of life in urban areas." Niels Christ, Group Director Urban Hubs at APCOA.



5 Accelerating Electrification

We have announced plans to deploy up to 100,000 new EV charging stations in APCOA parking facilities by 2035. As part of our new EV strategy, APCOA will make the investment to expand our AC charging infrastructure and become a leading EV charging operator. In parallel, strategic partners from the automotive industry, as well as energy and charging infrastructure providers, will deploy an additional 1,000 fast-charging stations across APCOA's dense location network.

A new digital platform developed by APCOA will support the charging infrastructure which will be ready for non-proprietary hardware and can be operated independent of charge point ownership. This open and compatible setup allows the integration of multiple partners and services.

The APCOA FLOW and APCOA Connect apps will serve as the front-end to the parking customer including locating, booking and payment. To date, around 2,500 EV charging stations are available in car parks operated by APCOA.

“We firmly believe in the future of electric mobility, which stands to make an important contribution on the net zero journey.”

“Therefore, we are creating the necessary infrastructure to play our part in meeting the international Decarbonisation targets. As a company, we strive to shape our growth sustainably to create a liveable and green future”, says Frank van der Sant. In keeping with our commitment to carbon neutral solutions, APCOA’s charging infrastructure will run primarily on green energy.

➔ Electric Charging

APCOA plans to invest in building its own AC charging infrastructure with up to 100,000 charge points. This will be complemented by additional 1,000 DC chargers installed by partners.

➔ EV Fleet

The company is part of the EV 100 initiative and we have started to replace our corporate fleet with electric vehicles.

Case Study - UK

APCOA launched over 500 EV charging points across the UK including its first Ultra Rapid site with Tesla.

We provide 460 22kW AC fast EV chargers across seven Network Rail stations: Welwyn Garden City, Leeds, Manchester, Birmingham, Letchworth, Edinburgh and Reading. A planned 12 month roll out will increase the total number of fast EV charging points at Network Rail sites to 750 and APCOA’s customer focused capabilities mean that customers visiting these

stations can pay for both their parking and EV charging in one transaction.

Through APCOA’s state of the art analytics software we continuously monitor on site availability and utilisation which will allow us to expand at these sites as required.

In Q2 2023, APCOA are looking to expand by a further 250 EV charge points, a combination of ultra rapids and fast EV charge-points including key locations such as Banstead, Bromley Civic Centre and Sheffield.



6 - Sustainable Operations

In the past five years we have seen an explosion in all sectors in the use of the internet. Families from all socio-economic backgrounds and age groups have embraced the power of digital. Within our daily life - communication, sharing & exchanging of ideas, news and information and enjoyment is all dependent on some form of digital services. At APCOA we have developed a number of digital services which deliver customer convenience including a wide range of payment solutions such as APCOA Flow, APCOA Connect and ScanPay.



At APCOA the use of digital technologies also allows us to optimise our operations, significantly reducing our carbon footprint further.

In all countries our operations are now moving to:

➔ ANPR Technology

The use of Automated Number Plate Recognition reduces the need for permanent physical staffing (Scope 3).

➔ Cashless Technology

Technology – The introduction of APCOA FLOW and APCOA Connect allows around 5m customers to make payments for parking via an app using their credit/debit card. In addition, pre-booking and contract parker platforms allow customers to purchase discounted parking at our car parks via the internet.

These measures reduce the need for cash logistics and processing, delivering less travel and fuel/ electricity consumption (Scope 2).

➔ Digital Customer Service

The use of webchats, agent assisted payments (PCI compliant) and call routing systems increase efficiency in handling customer inquiries.

➔ E-Learning Platform E-Campus

Compliance, management and frontline training is offered via our e-learning platform. This reduces travel and paper usage (Scope 3).



➔ Digital Technology

Removal of the need for paper (Scope 3) through online recruitment, online HR and payroll, internal and external online communication and electronic tendering for new business.

➔ LED Signage

Helps to provide a safe environment in our car parks as well clear guidance and saves electricity.



Case Study

ScanPay® offers a quick solution for individuals who don't want to walk to a kiosk or download an APP.

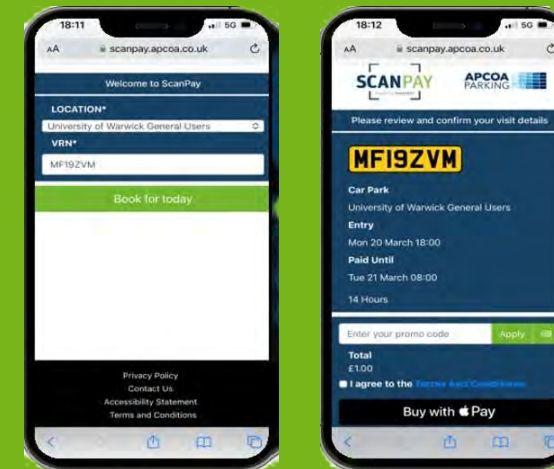
Using a QR code for payment via ApplePay or GooglePay, no user registration is needed, which provides a quick and convenient payment option.



ScanPay® can be configured to deliver bespoke client requirements and is easily integrated with existing and new car park equipment.

Launched in 2022, it is already being used across 700 car parks by APCOA customers across the UK, Ireland, Germany with further expansion planned in 2023.

ScanPay® helps our clients reduce the cost of cash collection and associated processing costs.



Carbon Offsetting

Climate protection projects are the basis for effective emission reductions and the neutralisation of unavoidable greenhouse gas emissions. We have worked with our partner First Climate to select the right projects which will offset our Scope 1 and 2 emissions whilst we focus on further carbon reduction initiatives.

For 2022 we continued to work with the following projects:

Global Safe Water Programme in Nigeria, Kenya and Uganda



Project standards	Geography	Project technologies
<ul style="list-style-type: none"> Our projects meet the requirements of recognized quality standards such as the Clean Development Mechanism, Verified Carbon Standard and Gold Standard. Transactions are conducted in respective registries. 	<ul style="list-style-type: none"> The majority of these projects are located in less developed countries and emerging markets (China, India, Southeast Asia, Brazil, Africa, for example) Few European countries to date, and usually at relatively higher costs 	<ul style="list-style-type: none"> Renewable energy: Wind, Solar, Hydro, power, Biogas, Biomass Small-scale energy efficiency (EE): Efficient cook stoves, water filter Industrial EE: Fuel conversion (energy switch), waste heat utilization Forestry: Reforestation, avoided deforestation, Improved Forest Management (IFM)

Schools throughout the world have a multitude of challenges, and these challenges are exacerbated when the basic inputs for health and student safety are not in place. Safe water, for example, is a daily challenge and boiling is often the only available option to make drinking water safe for students. Treatment technologies exist but are typically not affordable, accessible, or easily maintained.

Thanks to innovative finance, emission reductions created by displacing firewood for boiling can now provide a cost-effective and sustainable mechanism for scaling safe water access in schools.

Our partner Impact Water is a global social enterprise dedicated to providing safe drinking water to schools. The project delivers reliable, low-cost water treatment technologies to public and private schools in developing countries and finances its operation through carbon emission reductions resulting from the displacement of boiling water. To date, over 10,000 schools and 3m+ students have been reached. Over time, the project aims to expand to reach 100,000+ schools in support of the human right to safe drinking water.

Forest Conservation and Avoided Deforestation: The Rimba Raya Reserve-Project in Indonesia

The Rimba Raya Biodiversity Reserve REDD+ project is located in Borneo's southeast stretching almost 100 kilometers from North to South along the borders of Tanjung Puting National Park. The project protects 64,000 hectares of natural rainforest from deforestation and contributes to the upkeep of the forest as an important carbon sink.

Moreover, the area is home to hundreds of species threatened by forest exploitation. The project is dedicated to the protection and preservation of many endangered species, most notably, the endangered Bornean orangutan whose population has declined over 95% in the last century. Rimba Raya was the first REDD project to earn Triple Gold Validation under the CCB Standard.

Sustainable Development

By supporting this project, you'll contribute to the following Sustainable Development Goals:



Climate Projects in Germany

The Bergwaldprojekt e.V. has been committed for 30 years with thousands of volunteers every year to the protection, preservation, care and maintenance of the forest, in particular the mountain forest and the cultural landscapes. It also focuses on developing an understanding of the interrelationships in nature, the concerns of the forest and the dependence of humans on these bases of life. To this end, the Bergwaldprojekt works annually in approx. 150 project weeks with volunteers in forests, peatlands and open-air biotopes at various locations in Germany. The aim of the work assignments is

- to preserve the manifold functions of the ecosystems,
- to make the participants aware of the importance and the threat to our natural resources and
- to motivate the general public to use natural resources in a way that is compatible with nature.



Projects

Under expert guidance, planting and maintenance measures, erosion control measures, construction of paths, biotope maintenance and also peatland and stream renaturation are carried out. The charitable work takes place exclusively in public forests and nature reserves in cooperation with the local forester and nature conservation authorities.

Results (Status 2020)

- Nearly 4 million local trees planted (approx. 1,300 ha of forest area)
- 350 km of footpaths laid out in the mountains
- More than 400 ha of biotopes for capercaillie, birch and hazel game maintained
- Over 190 ha of peatlands rewetted
- Approx. 1,000 ha of mountain forest maintained
- Over 300 km of game protection fences dismantled
- Participants so far: 40.000

Work plan going forward

In Q3 2022, First Climate began helping APCOA to define climate targets. This includes identifying the requirements of committing to Net Zero with the Science Based Targets initiative (SBTi). In parallel, emission mitigation

measures are being evaluated and the reduction potential quantified. Through this analysis, First Climate will create an emission reduction pathway which ensures APCOA meets its targets and climate protection commitments.

Going forward, First Climate will calculate APCOA's updated GHG footprint in years 2023 and 2024 and provide tailored offset portfolios to ensure APCOA maintains carbon neutrality.





4

SOCIAL



OUR MAIN FOCUS AREAS

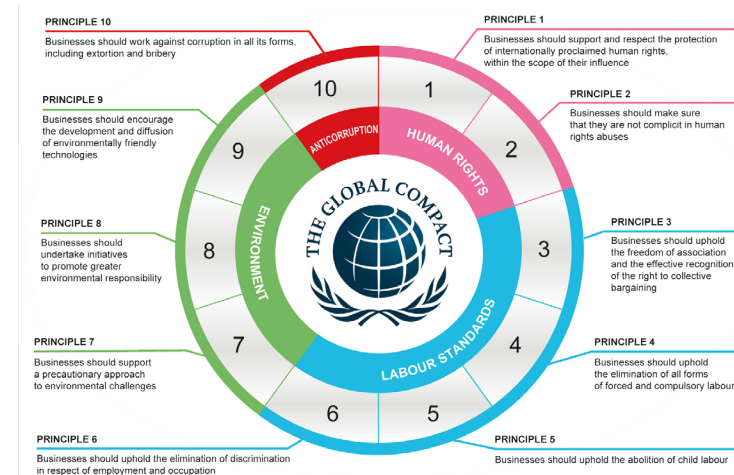
Business ethics and integrity ensure our credibility and thus our long-term success and sustainable business conduct. Our actions not only affect our business, but also our customers, our colleagues, their families, our natural environment, and the local regions and communities within which we operate.

“Our social strategy is focused on ensuring we optimise our relationship with our workforce, supply chain and the communities in which we operate.”

It is therefore our responsibility to focus on these areas in our business to ensure they are stable and secure and that our efforts and the consequences are aligned for the future. We have established a social framework for the entire APCOA group.

This framework provides the countries with a responsibility structure, which we believe is essential to focus our social efforts and achieve our common goal. At the same time, it gives each country subsidiary the scope to act independently and the necessary flexibility to tailor measures and actions to local circumstances.

Our social framework is based on the **United Nations Global Compact Agreement** which we committed to in December 2021.



Within the Social framework we have the following six pillars:

1. Human Rights
2. Modern Slavery
3. Health & Safety
4. Diversity & Inclusion
5. Colleague Development
6. Supporting our Local Communities

1 ■ Human Rights

APCOA respects and adheres to all principles of international human rights and protects these rights for our own employees in their professional and personal lives. We place honesty and integrity at the core of our culture and promote the right to life and liberty. We believe that diversity and inclusion are key to our success and enrich us. Therefore, we encourage freedom of speech and expression for every employee - creating an environment where colleagues can express their professional views and opinions and their personal diversity without fear or consequence.

2 ■ Modern Slavery

We are committed, firmly embedded in our Code of Conduct, to eliminating modern slavery and human trafficking in our supply chains or in any part of our business.

“We also choose our business partners based on these considerations.”

We do not support the recruitment, transfer, harboring or receipt of children, women or men through the use of force, coercion, deception or any other means for the purpose of exploitation. APCOA strictly dissociates itself

from actions as well as participation in actions that violate these rights.

The entire APCOA group mandates this from its business partners/suppliers and clients. As a result we check new clients and business partners/suppliers for compliance.

To enable this to be implemented consistently, we have created a Supplier Management Policy which in 2022 has now been rolled out across the Group

In the UK we are a member of Sedex, which ensures that we operate under the highest ethical principles.

3 ■ Health & Safety - Safety First

As part of the wider transport sector, the parking industry has several unique challenges to overcome in regard to health and safety. Large numbers of visitors to our sites, combined with the frequent transition of customers from vehicle to on-foot travel, is a catalyst for several issues for both our customers and employees.

As such, we make sure health and safety is at the forefront of everything we do, with



particular emphasis on how we can improve the working conditions of our employees through best practice and common-sense policy implementation.

In 2022 APCOA implemented an incident management system across all countries where all Priority 1 incidents are reported to the group immediately with detailed information on the incident, actions being taken, and lessons learnt. Priority 1 incidents are defined as any incident which has resulted in death, serious injury to a colleague, fraud, or potentially could impact brand/ reputation. These are followed up by Group Audit at their country reviews.

We also measure Lost Time Injury Frequency Rate (the number of lost time injuries occurring in a workplace per 1 million hours worked).



4. Diversity, Equity & Inclusion (DE&I)

Our people are important to us at APCOA, and we are proud to say that we employ colleagues from a diverse range of backgrounds and experience. Regardless of your age, race, gender, or sexuality the message is clear:

“APCOA welcomes you”

Driving diversity and equity helps us tackle the shortage in talent faced by businesses across all sectors which has resulted from rapid advancements in technology and changes in workplace demographics.

➔ Diversity

We continue to monitor our total workforce which at the end of 2022 was 4,788 full time equivalents to check we have representation from as many diverse groups as possible to ensure that each of our workplaces represent the local community it serves.

➔ Ethnicity

Based on voluntary information provided, we employ more than 55 different nationalities.



➔ Women in Parking

The parking industry has traditionally struggled to balance gender, with men across most job-levels having much higher rates of employment than their female counterparts.

“22.6% of all our employees are female with 27.4% females in leadership positions. Our objective is to further increase this by the end of 2023”



We have commenced in UK, Denmark and Germany our D&I programme which specifically focuses on attracting women into the organisation. Our flexible working approach has proved to be key in making our company more attractive to women.

➔ Young Talent (< 25 years)

This group represents a new era of talent, an army of creative, tech savvy optimists who are redefining the workplace as we know it. At APCOA we are proud to share that **10% of our entire workforce is represented by Young Talent** in all functions across our group.

➔ Personnel > 55 years

People are living longer, remaining in the workforce and putting off retirement as the cost of living increases and with many still needing an income.

At APCOA we recognise the value older workers can bring to the organisation including their wealth of work and life experience, their ability to act as role models for the Young Talent group and increase in productivity. We are pleased to share that 13% of our entire

workforce is represented by Mature Personnel in all functions across our group.

Organisation for Economic Co-operation and Development – concludes that employing just 10% more workers aged over 50 years old can increase company productivity by 1.1%. Key reasons are lower job turnover and the greater experience and more developed skills of older workers.

➔ Long Term Unemployed

We will actively look to recruit from this group by ensuring we have appropriate flexibility and the right working practices in place to support their return to the workplace.

APCOA's DE&I approach is focused on further developing our five identified target sectors – looking at ways in which we can attract, recruit, develop and retain people in these groups.

Case Study

It is the people who make all the difference
Happy Retirement Eileen Doran!

After working for APCOA in various roles you have set a great example of dedication, determination and devotion to our company. Despite an ever-growing role of technology in our business, it is still the heart and soul of our people which makes all the difference. "Many thanks for your service, it was great working with you".

Philippe Op De Beeck



This approach will drive and deliver the following key benefits:

More Effective Teams

Most people work best in an environment which makes them feel included and valued and where they can “bring their whole self” to work.



Increasing Trust from Colleagues and Clients

A commitment to DE&I is now expected by clients and employees, especially by younger generations. To recruit and retain top talent, we must drive diversity at all levels.

Innovation

Diverse teams are able to tackle challenges in new ways. Great ideas come from disrupting the status quo, from challenging each other using “whole brain” thinking and from having a workforce which reflects the clients and communities you serve.

Bridging Skills Gaps

The current war for talent will only worsen in the future if we continue to leave a large proportion of the available talent pool on the side-lines. The parking industry is undergoing transformational reform with urban mobility, smart cities, automated vehicles, electric vehicle charging and power infrastructure challenges, and sustainability targets, to name a few, and therefore the need for a changing skills profile is vital.

Increasing Profitability

Companies in the top quartile for gender diversity in executive teams are 21% more likely to outperform on profitability and value creation. Companies in the top quartile for ethnic/ cultural diversity on executive teams are 33% more likely to have industry leading profitability.

During Q4 2023 we will develop detailed plans and targets for each of these groups supported by clear measurement to track success.



Employee Recognition

We enjoy being able to celebrate the important work that our colleagues do. By doing so, we know we will bring out the very best in our people, which in turn gives our customers, clients, and our business a world class service. All countries provide colleagues with an Employee of the Month recognition scheme.

Equity and Inclusion

APCOA is committed to creating a work environment in which all people are treated fairly and with respect, have equal access to opportunities and resources, and can contribute fully to the success of the organization.

Our Code of Conduct ensures colleagues understand the high standards of behavior expected by everyone in the workplace.

“We also promote work-life balance at all levels by offering part-time positions, flexible working hours and work-from-home options, also for reintegration purposes”

All colleagues within APCOA are employed and paid in accordance with the applicable laws and receive the (industry) minimum wage prescribed in the respective country. Furthermore, we are an equal opportunity employer and therefore guarantee equal pay and do not differentiate by gender.

We also stand for fair regulations for long-term absences such as illness or parental leave or for new colleagues coming out of long-term unemployment.

In 2018 we introduced our anonymous whistleblowing hotline provided by “SafeCall” which allow any employee to report concerns

which they feel they cannot raise via their line manager. This is independently monitored by group audit.

Case Study - Recruitment

APCOA UK has centralised its recruitment with focused DE&I strategies to attract, engage and hire people with diverse backgrounds and experience. A range of activities was undertaken including:

- offering part time and flexible working contracts
- rolling out Unconscious Bias training for managers
- using Blind CV's
- enhanced Interview Toolkit to support hiring Managers to make the right selection decision
- streamlining the interview process which has increased candidates attending interviews
- offering flexible on-line in-house training, allowing a time that best suits the candidates.

We piloted the programme with three contracts:

Trial Contract	Female	Over 55s	Under 25s
Major London Authority 1	5%	10%	8%
April	11%	16%	13%
Difference +/-	+6%	+6%	+5%
Major UK Airport	8%	15%	1%
February	14%	23%	4%
Difference +/-	+6%	+8%	+3%
Major London Authority 2	15%	14%	3%
Feb	26%	21%	9%
Difference +/-	+11%	+7%	+6%
Targets 2023	30%	20%	15%

Initial results have been very positive with higher retention in colleagues due to more social working patterns. We continue to monitor and rollout the programme across the UK, Denmark, Germany and Sweden.

5 ■ Colleague Development

We attach great importance to creating opportunities for professional and personal development through a number of approaches including:

➔ E-Campus

Our group-wide e-learning tool which is used by all countries for colleague development. The tool provides a comprehensive range of training courses.

➔ Leadership Updates

The Group C Suite provides the leadership teams of each country quarterly live progress updates on all activities within the group covering strategy, financials, sustainability, service excellence and sales.



Developing Our Rising Talent - CEO Connection

Each quarter, our CEO Philippe Op de Beeck hosts the CEO Connection.

Around 15 selected colleagues from across the Group are invited to spend a full day and evening with the CEO & C Suite to discuss and exchange views, mainly on vision, strategy, ESG and the topic of leadership and collaboration.

This builds new networks amongst APCOA colleagues and creates a better understanding about how every talent can contribute to the success of our company.

By the end of 2022, more than 150 colleagues had participated.

6 ■ Supporting our Local Communities

At APCOA we believe parking doesn't just have to be a transaction: as a company we are fully committed to making a positive difference to the lives of local people.

As part of our investment into the local communities we work in, we encourage

charitable fundraising by colleagues across the countries. From toy drives, cycle rides and bake sales, to donating a portion of our revenue to local hospices, we strive to support sustainable giving and community focused support.



➔ Helping Schools Fund Development of Young Talent

The Duke of Edinburgh (DofE) award scheme has a well-deserved reputation for transforming young people’s lives. Open to all backgrounds, cultures and abilities, a DofE Award can be a game-changer, raising young people’s aspirations and opening doors to employment bringing together communities across the UK. However, even with available grants, it can be a challenge for schools, especially in deprived areas, to fund a large DofE programme because of the equipment needed for activities and outdoor events.

APCOA became aware of the plight of a school in Peterborough who were struggling to offer the DofE experience to a wide group of pupils. APCOA raised over 10,000 € via its supply chain partners and colleagues to support this initiative.



➔ Supporting Local Football Teams in Germany



APCOA sponsors local football teams by funding their football kits and equipment purchases, allowing them to play their summer tournaments.

➔ Helping Charities in Ireland

APCOA Ireland has been pleased to support the marvellous work done by the children’s hospice, LauraLynn, which provides specialist palliative and supportive care services to meet the needs of children with life limiting conditions and their families.

APCOA has also worked with the Gardai to support the Little Blue Heroes in Ireland.



➔ Community Engagement

APCOA Sweden has focused on 3 key community engagement projects:

Vendelsö BK

In 2022 we sponsored Vendelsö BK which is a youth football association. With our contribution they were able to buy new football jerseys and shorts.

Nattvandrarna

Is an organisation we have sponsored for 6 years. They support young people by providing community support. Their presence helps to prevent crimes such as vandalism, assaults, and drug abuse.

Riksförbundet Narkotikafritt Samhälle

Works to prevent drug abuse among young people. They have established relationships with elementary and secondary schools in the whole country.



➔ Supporting Charities

APCOA Sweden supports Barncancerfonden, which is Sweden's largest financier of children's cancer research. They are dedicated to combating cancer and its consequences for those affected by it. In 2022 APCOA raised 26,000 € for this charity.



Nordoff Robbins is the UK's largest Music Therapy Charity, using music to enrich the lives of people with life-limiting illness, disabilities or feelings of isolation.

APCOA UK has been proud to support the work of this inspirational charity for some years now. This year we organised a group of 10 UK business women to attend one of the largest fundraising events raising more than 10,000 € for the charity.





5

GOVERNANCE

OUR MAIN FOCUS AREAS

APCOA has taken precautions to achieve and ensure good and organized corporate governance. For us, governance means not only compliance with applicable legal requirements or group-wide guidelines, but also a commitment to ethical action. In this regard, APCOA is guided by the standards of good and responsible corporate governance.

Advisory Board

The Advisory Board, which is elected by the stockholders, is the ultimate decision-making body of the Company except with respect to those matters reserved to the stockholders. It selects the senior management team, which is charged with the conduct of the Company's business. Having selected the senior management team, the Board acts as an advisor and counselor to senior management and ultimately monitors its performance.

In fulfilling that responsibility, the directors may reasonably rely on the honesty and integrity of the Company's senior management and expert legal, accounting, financial and other advisors.

“The Advisory Board meets four times throughout the calendar year to consider important corporate events and actions.”

The Board has also established three Board Committees:

- Audit Committee
- HR Committee
- Investment Committee

The Advisory Board is the approving body for the company's key decisions such as operating plan, annual budgets, financial statements, material new business contracts, acquisitions, etc.

ESG Steering Committee

The ESG Steering Committee supports our ongoing commitment to environmental, corporate social responsibility, health and safety, governance, and other relevant public policy matters. The committee regularly reports to the Advisory Board and includes the following executives:

Chief Executive Officer
Philippe Op de Beeck



Group ESG Director
Kim Challis



Chief Financial Officer
Sam Groves



Direct
APCOA Advisory Board
Bernd Gieseken

Chief Operations Officer
Maximilian Winterling

The committee meets four times throughout the calendar year and assists the executive leadership team to:

- Set general strategy relating to environmental, social and governance matters,
- Develop, implement, and monitor initiatives and policies based on that strategy,
- Oversee communications with employees, investors, and stakeholders with respect to ESG matters,
- Monitor and assess developments relating to, and improving the Company’s understanding of ESG matters,
- Efficient and timely disclosure of ESG matters to internal and external stakeholders.

Code of Conduct

The Advisory Board has also adopted the Code of Conduct, including an anti-fraud policy that applies to all executives, including members of the management board and Advisory Board, and all employees of the APCOA group.

As a company being active in many different markets and jurisdictions in Europe, we are fully committed to complying with the laws and regulations in all the jurisdictions, including the German Criminal Code, the UK Bribery Act, and similar laws in other countries including local laws, as they apply to APCOA’s business.



The Code of Conduct covers various topics including:

- Conflicts of interest
- Donations and sponsorship
- Anti-money-laundering
- Rejection of child and forced labour
- Equality and prohibition of discrimination
- Observance of antitrust and competition rules, etc.

Whistleblower Hotline

The whistleblower hotline managed by an independent third-party provider is available to all employees and partners across the APCOA group. They can anonymously report any known or suspected breaches either through local phone number, web, or e-mail.



Annual Compliance Training

All APCOA managers and supervisors undertake annual compliance training focused on understanding of the principles of the APCOA Code of Conduct and Corporate Anti-Fraud Policy. In 2023 the training has been expanded to include IT security training and unconscious bias training. The training is mandatory for all managers and supervisors of the APCOA group and is conducted via our internal e-learning platform.



“We believe that clear structures and processes for decision making, accountability, control and behaviour for all levels of our organisation are the foundation for sustainable success.”

WORKING WITH OUR SUPPLIERS

Our contracts vary in nature and complexity and require us to engage and manage a large number of suppliers, including small and medium enterprises as well as local suppliers.

“Within our supply chain we advertise opportunities to local businesses and procure locally where this is mutually advantageous.”

To encourage this, whilst maintaining fair competition, we apply a significant weighting to the ‘provision of local support’ in procurement decisions.

We are committed to ensuring our supplier selection strategy and processes are transparent, objective and non-discriminatory, and that they provide fair and equal opportunities for all organisations including Small and Medium Enterprises (SMEs), Black Asian and Minority Ethnic (BAME), and organisations owned by under-represented groups. We support our suppliers by upholding the payment terms and ensuring the prompt settlement of invoices.



APCOA has adopted the Supplier Code of Conduct. This Code is intended for all those involved in APCOA’s supply chain, including agencies, public bodies, and subcontractors and contains the key principles that apply to APCOA in the areas of Corruption and Competition, Human Rights, Health and Safety, Social Responsibility, and Data Privacy and Security.

This Code also introduces the option for our suppliers to anonymously report any known or suspected breaches.

CERTIFICATIONS

APCOA has established a system of processes, and certifications, to ensure a transparent company climate and a high work ethic to also strengthen the trust of customers and public.

This system is mainly based on three pillars:

- ISO 9001:2015
- ISO 14001
- ISO 45001



Most of the countries hold the ISO 9001:2015 (Quality Management Systems). ISO 14001 (Environmental Management Systems) certifications are held by APCOA UK, Italy, Sweden, Norway, Ireland and Netherland. There are two countries (UK and Italy) which held ISO 45001 certification (Occupational Health & Safety Management) and three

countries (UK, Sweden and Ireland) who are ISO 27001 (Information Security Management) certified.



In 2022 APCOA Italy obtained the Legality Rating Certification. The Legality Rating is an instrument developed by the Italian Competition and Market Authority in agreement with the Interior and Justice Ministries, which recognizes companies that operate in accordance with principles of legality, transparency, ethical conduct and social responsibility.

APCOA has made a group-wide company commitment to EV 100 - the global initiative bringing together companies committed to switching their owned and contracted fleets to electric vehicles and installing charging infrastructure for employees and customers by 2030.





6

PERFORMANCE

Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec

ENVIRONMENTAL

Carbon Emission Measurement	2021 (tCO2)	2022 (tCO2)
Total emissions 2021	44,687.90	43,051.0
GHC Scope 1 (tCO2)		
Total refrigerant	79.1	2.09
Total fuel combustion mobile & stationary	3,844.3	4,173.55
Total	3,923.4	4,175.6
GHC Scope 2 (tCO2)		
Total	4,065.8	2,415.5



GHC Scope 3 (tCO2)		
Category 1: Purchased goods and services	1,192.3	1608.03
Category 2: Capital goods	1,710.3	1468.52
Category 3: Fuel- and energy-related activities	2,980.1	3056.12
Category 5: Waste	113.4	84.07
Category 6: Business travel	606.3	835.56
Category 7: Employee commuting	3,760.2	4246.56
Category 8: Upstream leased assets	26,335.9	25,161.49
Total	36,698.7	36,459.9

Carbon footprint kg CO2 per parking space	25.83	23.82
Carbon footprint tCO2 per parking Lot	3.65	3.36

Number of countries with 100% renewable energy	–	9
Percentage of fleet which is electric	–	14%
Number of car parks with LED lighting	–	316
Number of EV chargepoints installed	–	2,501
Number of car parks with cycle parks		1,005
Number of car parks with solar panels		11

SOCIAL

	2021	2022
Number of employees (Oct 2022)	4,627	4,788
Carbon footprint tCO2 per employee	9.66	8.99

Safety Measure		
Lost time injury frequency rate	–	Published 2023
Incident management system across group	–	Yes

Diversity & Inclusion		
<25 year old (Young Talent)	–	10%
25 to 40 year old	–	34%
41 to 60 year old	–	44%
>60 year old (Mature Personnel)	–	13%

Number of different ethnic origins	–	55
Percentage of women in the workforce	–	22.6%
Percentage of staff part-time working	–	25.5%
Percentage of staff receiving training	–	28.8%



GOVERNANCE

Accreditations (Number of Countries)	2021	2022
ISO14001 (Environmental)	3	6
ISO27001 (IT Security)	1	3
ISO45001 (Health & Safety)	1	2

Corporate Governance		
Whistleblower hotline across group	Yes	Yes
Annual compliance training across group	No	Yes
Incident Management	No	No
Code of Conduct	No	Yes
Supplier Management Policy	No	Yes



Key Notes – Data Points at the end of each Calendar Year

Incident Management system to go live in Q2 2023
LTIFR will be published in next annual report April 2023
Car parks include complete estate managed or lease
LED lighting excludes all surface car parks



7

ESG GOALS



VISION 2030 & BEYOND

At APCOA we have set ourselves ambitious targets for our future ESG journey. In all three areas – Environmental, Social and Governance – we have set clear milestones and specific plans on how to achieve them.

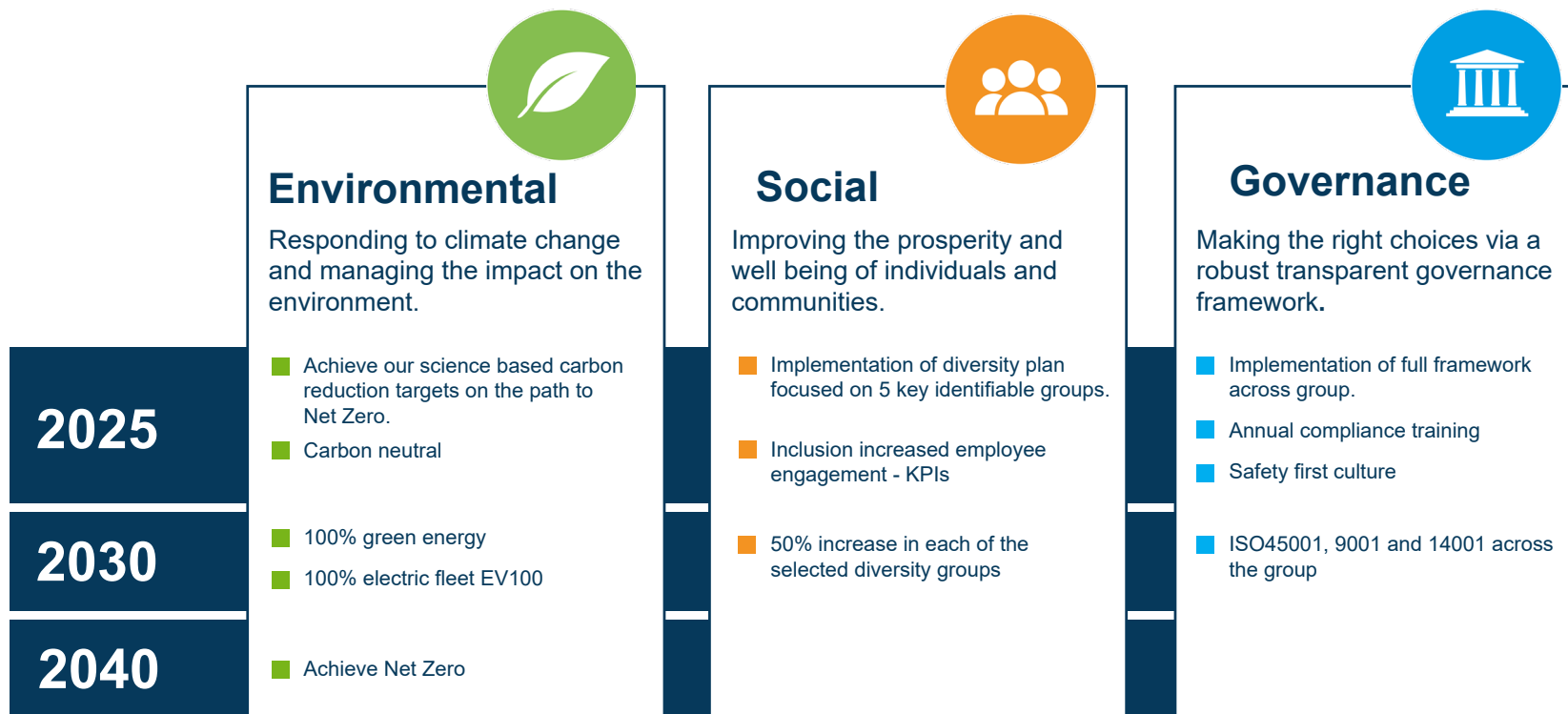
Joint responsibility

We are fully aware that the expectations of our stakeholders are growing. As a company

we are ready to step up our contribution to improve quality of life for town and city-dwellers and quality of work for our colleagues across APCOA's 13 European markets.

More specifically, as a group we see the many opportunities in our locations and business models to make a sustainable impact for society. Reducing stress, traffic, emissions, and

noise through a seamless mobility for people and goods is at the heart of it. That includes our contribution to support the transition to electric mobility through the expansion of charging infrastructure as well as the provision of spaces for micro-logistic, shared mobility and community services.



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Learn more about APCOA's ESG initiatives at
www.apcoa.com/about-apcoa/apcoa-sustainability
and read our news in our press section.

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