



ESG Report **2025**

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Foreword

Nicola Veratelli,
Kim Challis

“Sustainability is not an ambition for the future - it is a responsibility APCOA is proud to deliver on today.”

At APCOA, sustainability isn't just a goal—it's at the heart of everything we do.

This belief defines how we operate, make decisions, and measure success. As Europe's No. 1 car park operator, we have a duty to ensure we shape the future of parking in the most sustainable and ethical way.

APCOA has made strong progress in embedding ESG at the heart of our organisation, turning commitment into action and ambition into results. Across all our markets, our teams are driving meaningful change: reducing our environmental impact, strengthening our social contribution, and upholding the highest standards of governance.

This report highlights our progress in 2025 as well as over the past 5 years. It reflects an organisation that is not only evolving, but leading with purpose - guided by accountability, transparency, and a clear focus on continuous improvement.

We are proud of what we have achieved so far in our journey towards Net Zero. We turned strategy into action and saw meaningful results:

- Carbon footprint reduced by 3,564.97 tCO₂e, an 11% drop since 2024
- Electric fleet growth from 41% EV/Hybrid in 2024 to 52% EV/Hybrid in 2025
- 5,375 EV charge points installed in 2025 — a 43% increase since 2024
- Stronger safety culture implemented Group-wide, with 2025 building on earlier momentum
- ED&I efforts driving change: 68 nationalities employed with 23% of leadership roles held by women
- ESG leads in each country driving local innovation
- Strengthened structure to enhance focus on compliance
- Conducted supplier and commuting surveys to improve supply chain visibility and carbon footprint data quality
- 75 senior leaders across the Group underwent IOSH Safety for Executives and Directors training in 2025.

These achievements reflect the dedication and momentum across our organisation. From advancing low-carbon solutions to building a more inclusive workplace and strengthening governance, we are delivering tangible, positive impact.

What gives us the greatest confidence is the energy and enthusiasm we see across our teams. ESG is no longer driven by strategy alone - it is embraced by our people, whose commitment and ideas are accelerating our progress every day.

While we celebrate how far we have come, we are equally excited about what lies ahead. We will continue to innovate, collaborate, and lead responsibly - building on our strong foundations to deliver even greater impact.

On behalf of the APCOA leadership team, we would like to thank our colleagues, customers, and partners for their continued support and shared commitment to this journey.

Together as a Group, we are building a stronger, more sustainable, and resilient business, creating long-term value for today and for future generations.



Nicola Veratelli,
Chief Executive
Officer, APCOA



Kim Challis
Group ESG
Director, APCOA



1. Approach to Sustainability

How Sustainability is Built into Our Company

At APCOA, we are committed to growing responsibly - combining innovation with long-term sustainability. By connecting parking, mobility, and urban life, we play an important role in the cities and towns we serve, and we take that responsibility seriously. We focus on reducing our carbon emissions using resources efficiently, and improving quality of life across our operations.



Our ESG report is an important way we remain accountable to our employees, clients, customers, partners, investors and communities. We are also proud signatories of the UN Global Compact (UNGC), committed to upholding its Ten Principles, supporting the Sustainable Development Goals, and reporting transparently on our progress.

Our Europe-wide ESG programme guides our strategy and actions, built around three core pillars:



Environmental: Reducing Our Impact

We measure and reduce our carbon footprint across all operations, tracking Scope 1, 2, and 3 emissions in line with the Greenhouse Gas Protocol, in partnership with First Climate. We report annually on progress toward our Net Zero ambitions.



Social: Putting People First

Our people are central to our success. We promote a diverse and inclusive workforce and have a Group-wide social policy focused on five areas: human rights, modern slavery prevention, a safe and sustainable workplace, strong employment relationships, and local community support.



Governance: Accountability in Action

We maintain strong governance through clear policies, standards, and guidelines that are regularly reviewed and audited. A culture of accountability and risk awareness is supported by ongoing training and local expertise.

Under the EU's Corporate Sustainability Reporting Directive (CSRD), we have strengthened how we identify, manage, and report ESG impacts. APCOA's approach includes adhering to the European Sustainability Reporting Standards (ESRS), disclosing EU Taxonomy alignment, and conducting a double materiality assessment. Further details are provided in Section 7 of this report.

Grow our company

in an innovative and environmentally friendly way.

Act as an integral part

of the urban ecosystem by reducing CO2 emissions, conserving resources and improving the overall quality of life.

Bring together

sustainable parking, mobility and urban life.

2. ESG Vision & Goals

ESG VISION & Goals

At APCOA, we see sustainability as an opportunity to lead, innovate, and make a meaningful difference. Our ESG strategy is built around ambitious goals to be achieved by 2030, setting us firmly on the path to Net Zero by 2050.

Our Three Pillars



Environmental

We're reducing emissions, conserving resources, and designing low-impact mobility solutions that support sustainable urban life.



Social

We empower our people and uplift communities by promoting diversity, well-being, and strong local connections.



Governance

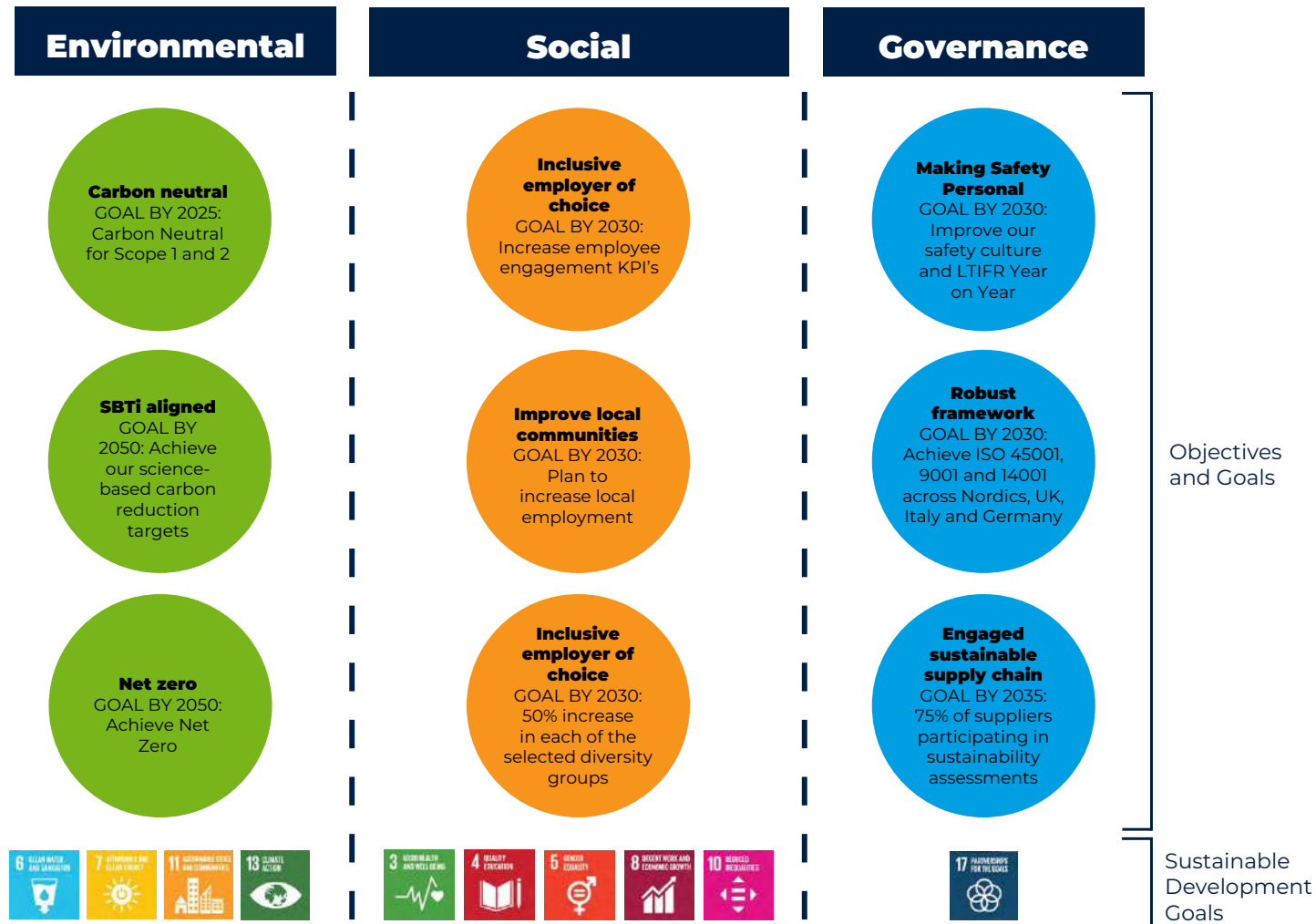
Transparent, ethical governance drives every decision—ensuring integrity and accountability across our business.

Built on Purpose

These pillars are grounded in our values and aligned with the UN Sustainable Development Goals, guiding us to act locally while thinking globally.

Together for a Sustainable Future

Across 12 European markets, we're creating real impact by supporting initiatives which reduce traffic emissions and improve air quality while enabling smooth, sustainable mobility. Sustainability is a shared responsibility, and we're proud to move forward with our partners, our people, and our communities.



3. 2025 Highlights

2025 Highlights Dashboard

Environmental



APCOA's **emissions decreased by 11%** compared to 2024



Carbon Neutral for Scope 1 & 2 across Europe



APCOA's payment apps provide around **11.8 million customers** with cashless parking payment services



> 1,800 ANPR sites across Europe for a frictionless experience



5,375 EV charging stations, a 43% increase from 2024



Intelligent lighting solar panels and voltage optimisers **reduce electricity consumption**



700+ car parks as **Urban Hubs**



90% of Group electricity consumption is powered by **renewable sources**



52% of APCOA's Operational fleet is **electric/hybrid**

Social



21.5% of all FTE's are women
23.27% work part time
18.65% of workforce are Young Talent



H&S Measures LTIFR 5.7 down **25% from PY**



We support **multiple charitable fundraising** events

Governance



Over 2,500 ONE APCOA users driven by expansion



62 suppliers and **1400 colleagues** engaged in surveys to improve **sustainability related data quality**

Our ESG Journey

2022

- ED&I strategy launched
- Incident Management System introduced
- Supplier Management Policy rolled out
- 2,501 EV charge points managed

2024

- 90% of Group on renewable energy
- Asset accounting adjusted in line with SBTi and CSRD
- H&S Policy and Safety Promise launched
- First country achieves EcoVadis Bronze

2021

- Signed up to EV100
- Group ESG Director appointed
- 'Sustainability in Action' initiative launched
- 4 countries purchased renewable energy

2023

- ESG owners appointed Group-wide
- All countries measuring LTIFR
- 500 car parks operating as Urban Hubs
- EV fleet at 45%

2025

- Total emissions down by 37% since 2021
- ED&I: 68 different nationalities employed
- Young Talent at 18.6% and Women in Parking at 21.5%
- IOSH SED training delivered to 70 managers & directors
- Supplier survey undertaken
- Germany achieves ISO5001

4. About APCOA



About APCOA

Company Profile

APCOA is Europe's leading parking operator with more than 50 years of industry expertise. With its 5,000 employees, the Group manages more than 1.8 million individual parking spaces at 13,000 locations in 12 European countries. The company is active in the areas of parking, charging, technologies and urban solutions.

Who we are

"With our consistent asset light business model, APCOA is the trusted partner who maximises value for private and public real estate owners." Via our open digital platforms, 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.

What we do

PARKING

Delivering higher value and better experiences with parking spaces.

CHARGING

Advancing e-mobility with charging infrastructure.

TECHNOLOGY

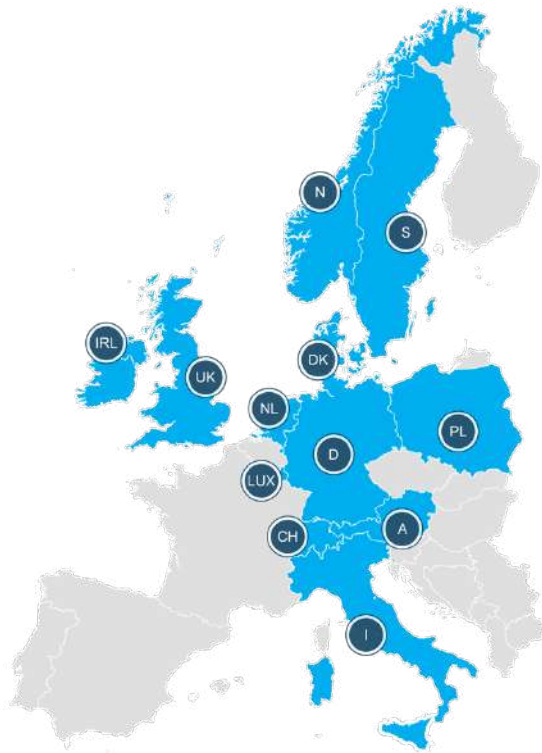
Creating value with tech and data.

URBAN SOLUTIONS

Supporting sustainable communities with hubs.

What we stand for

We are deeply passionate in everything we do. This makes us an approachable, reliable and solution-oriented partner for your business, building on over 50 years of parking know-how. At the same time, we are a forward-looking and creative team, determined to take everything around parking more than just one step ahead.



5. Environmental



Summary of our Ambitions

Climate change continues to be an important focus for APCOA across all our European operations.

- **Carbon Emissions:**
Our operations include a large vehicle fleet and the management of car parks, both of which contribute to emissions.
- **Energy Consumption:**
Parking facilities require energy for lighting, ventilation, and daily operations. Improving efficiency and reducing energy use are key to minimising our environmental impact.
- **Sustainability:**
Customers are increasingly environmentally conscious and favour businesses that demonstrate a clear commitment to sustainability.
- **Regulatory Compliance:**
Governments are introducing stricter regulations, including emissions targets and sustainability requirements, which we must meet.

At APCOA, we recognise our responsibility to protect the environment and we have made significant progress in recent years. Our approach includes investing in electric vehicles, expanding access to renewable energy for customers and optimising energy utilisation



across our sites by embedding sustainable practices throughout our operations.

Focusing on environmental sustainability also enables us to:

- Strengthen and protect our brand
- Build competitive advantage across both B2C and B2B markets
- Attract and retain top talent
- Improve operational efficiency and reduce costs

By taking proactive steps to reduce our environmental impact, APCOA is addressing the

challenges of climate change while enhancing long-term sustainability and competitiveness.

As Europe's leading parking company, we are committed to setting the standard and driving positive change across our industry. We are committed to working closely with all stakeholders - investors, landlords, clients, customers, colleagues, and supply chain partners - to reduce carbon emissions.

In 2021, we began a partnership with First Climate, a leading provider of climate protection and renewable energy solutions, to measure emissions across the Group. With over 20 years of experience, First Climate supports us in reducing avoidable emissions and developing in-setting and offsetting solutions for those that remain.

Measuring Our 2025 Carbon Footprint

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

This updated methodology features a new more stringent accounting of assets for Scopes 1, 2 and 3, alongside the mapping of minor exclusions and the alignment of the footprint boundaries with the minimum boundaries of the Greenhouse Gas Protocol, as per SBTi guidance.

The key distinction in the updated approach is the classification of site emissions based on the contract type, rather than APCOA's level of direct control over operations or energy supply. Under the updated methodology, sites managed under service agreements are now reported under Scope 3, Category 11 (Use of sold products). Previously, such sites were classified under Scope 3, Category 8 (Upstream leased assets) based on the contractual relationship with the energy provider. All other sites within boundaries are considered under APCOA's control and are therefore reported under scope 1 and 2.

Additionally, the emission factors used to calculate Scope 2 emissions have been revised. The updated methodology uses residual mix emission factors, which provide a more accurate representation of market-based emissions and are typically higher than the country-average factors used in the legacy approach. Another key change is the exclusion of upstream emissions from electricity consumption related to non-transport activities in Scope 3, to align with the minimum boundary requirements of the GHG Protocol and SBTi guidance. These upstream emissions were previously included under the legacy methodology.

To maintain year-on-year comparability, emissions for 2024 were calculated using both the updated and legacy methodologies. Moving forward we will now be using 2024's emissions with updated methodology as our baseline and conducting future CCFs with this new methodology. **Unless otherwise stated, all emissions in this report will refer to the updated methodology.**

We continue to take measurable steps to reduce our environmental impact. In partnership with First Climate, we assess Scope 1, 2, and 3 emissions in line with the Greenhouse Gas Protocol (GHG Protocol), the global standard for emissions accounting. We have set targets in alignment with guidance from the Science Based Targets Initiative (SBTi).

“APCOA commits to reach Net Zero GHG emissions across the value chain by 2050.”



Calculation Methodology

In 2021 we established our Corporate Carbon Footprint (CCF) baseline. For 2024's emissions, we re-baselined and updated the calculation methodology to follow the latest requirements of the Science Based Targets initiative (SBTi) and the European Sustainability Reporting Standards (ESRS), as outlined in the Corporate Sustainability Reporting Directive (CSRD). This update reflects evolving best practices in climate target setting and non-financial reporting.

2025

Emissions

APCOA's total emissions in 2025 were 28,767.44 tCO₂e, a 11% reduction compared to 2024 - driven largely by a 65% decrease in Scope 2 and an 8% reduction in Scope 1.

■ **Scope 1** emissions equated to 4102.10 tCO₂e, an 8% decrease from the previous year. This is mainly driven by a 9% decrease in mobile combustion emissions as the Group transitions its fleet to EV and Hybrid vehicles. The fleet has increased to 52% EV or Hybrid at December 2025, an increase from 35% in the previous year. Our total petrol and diesel consumption at 1,529,571.38 litres in 2025 (2024: 1,713,014 L). Scope 1 emissions account for 14% of total emissions.

■ **Scope 2** emissions amounted to 3091.1 tCO₂e, a 65% decrease from the previous year. This was caused by an increased uptake of renewable electricity from Germany, Sweden, Denmark, and the UK. Another reason behind this decrease is the shift of electricity consumption to Category 3.11 in line with the updated classification of assets in the revised methodology. Scope 2 comprises 10% of our total emissions.

■ **Scope 3** emissions comprised of 21574.2 tCO₂e, 74% of our total emissions. As part of 2025's CCF, a supplier survey and commuting survey were launched. The supplier survey gathered key sustainability and carbon related metrics from each APCOA country's top 10 suppliers by spend, providing more insight on our supply chain's position in terms of sustainability. With the commuting survey, we ascertained the commuting patterns of our workforce, gathering data such as commuting frequency and mode of transport, allowing for a more accurate calculation of this category.

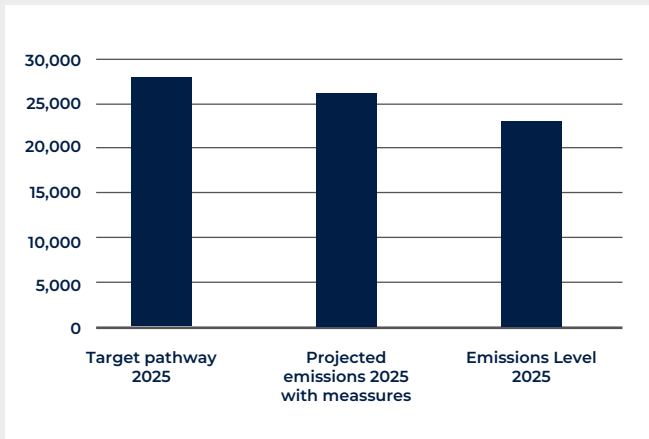
We focus on reducing emissions across our operations and through collaboration with clients and supply chain partners, prioritising high-impact areas and long-term sustainability.

As the business grows, we have observed an absolute increase in emissions in some countries, however relative to business growth the increase in our emissions is being managed a positive indicator across the Group.

Year	2021	2022	2023	2024 (old meth.)	2024 (SBTi/CSRD)	2025 (SBTi/CSRD)
Total Emissions	45,980	43,120	42,149	26,850.17	32,332.41	28,767
tCO₂e per M € revenue	74.60	53.81	47.14	27.91	33.60	28.12

Across APCOA, our emissions were below our 2025 Net Zero target pathway, and we will continue to accelerating our decarbonisation efforts in 2026.

2025 emissions level and target pathways

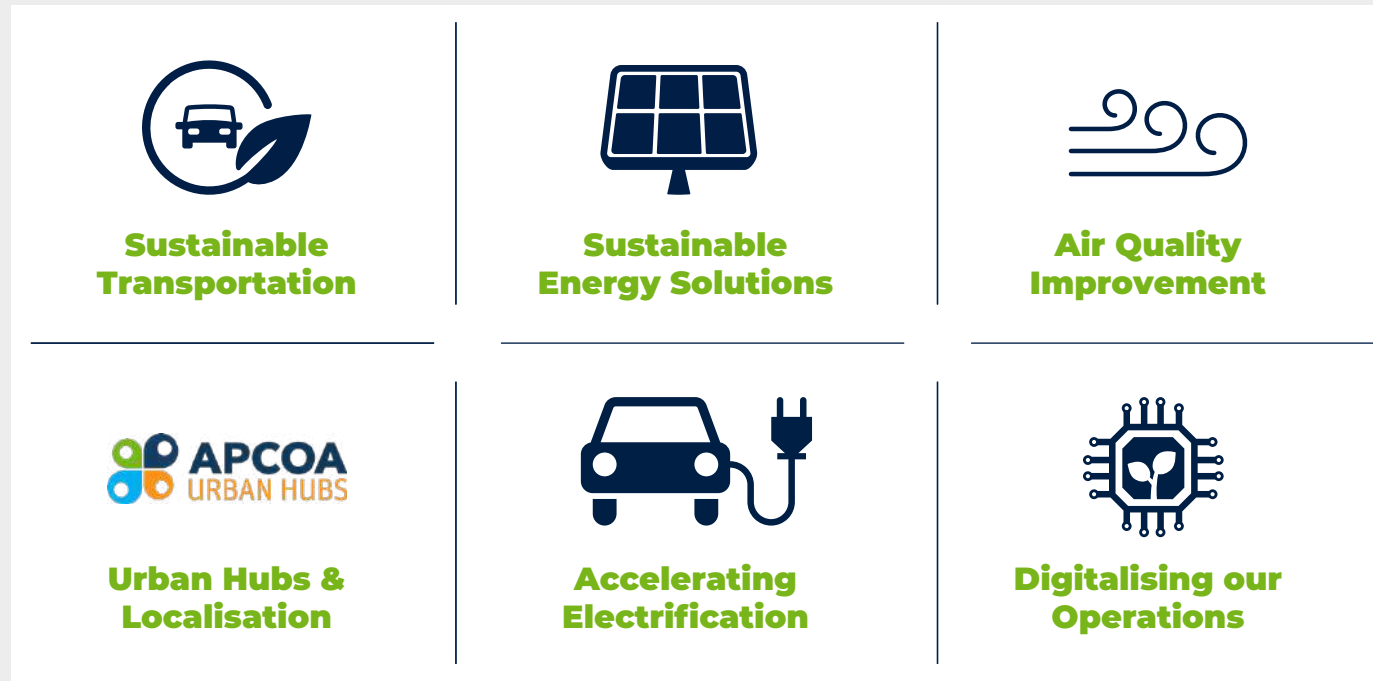


“In 2025 we have continued to make good progress - our transition to renewable energy and electric vehicles are key steps in delivering our carbon reduction plan.”

Piper Acero,
ESG Manager,
APCOA Group

Six Key Initiatives Driving Progress

To achieve Net Zero by 2050, we have a Group-wide programme built around six initiatives:



Through these actions, APCOA is reducing its carbon footprint while helping shape the future of urban mobility and infrastructure.

1. Delivering Sustainable Transportation

APCOA is a member of EV100, the global network of corporate leaders driving the transition to zero-emission road transport. We are committed to transitioning our entire fleet — including cars, vans, and scooters — to fully electric by 2030. We are making strong progress, with electric and hybrid vehicles representing 52% of our fleet in 2025, up from 41% in 2024.

We are also reshaping our operational fleet by introducing smaller, more efficient solutions such as e-bikes and scooters — supporting cleaner, more flexible mobility.

In selected locations, we offer electric bike sharing, providing a simple and accessible alternative for urban travel via app and QR code - making sustainable choices easier.

We also partner with car sharing, rental, and micro-mobility providers, many of whom use our parking infrastructure for EV charging. These collaborations support multimodal transport, reduce reliance on private cars, and promote smarter, more sustainable urban mobility.



Examples: APCOA UK, Denmark and Sweden

In 2025, APCOA businesses have continued to progress with electrification of our 1,400 fleet vehicles. 52% are now EV or hybrid, up from 41% from last year.

Highlights include:

APCOA UK has completed a two-year programme, making significant progress with existing and new client contracts to utilise a range of electric cars, vans and mopeds. Several established contracts, including Sandwell, Heathrow and Maidstone, were successfully transitioned from petrol and diesel vehicles to fully electric fleets, achieving CO₂ reductions of up to 129 g/km per vehicle. In parallel, several new contracts, including Richmond, Barnet and Kingston, were delivered as fully electric from inception. These achievements have also supported their clients' own decarbonisation objectives.



APCOA Denmark now deploys 45 bicycles, including 25 e-bikes, in their operations. They report that their parking attendants are very fond of using bicycles as a work tool, as they can move faster and more easily between parking areas. This gives them more time to focus on quality in their work, better oversight and improved day-to-day performance. A solution that is efficient, flexible and sustainable.

APCOA Sweden has replaced 25 hybrid vehicles with electric vehicles this year, including several assigned to field technicians.

2. Providing Sustainable Energy Solutions

Electricity remains APCOA's largest energy source, powering lighting, ventilation, and equipment across our car parks. In 2025, Group-wide electricity consumption for the sites where APCOA is responsible for the energy procurement totalled below 29M KWh - a reduction of more than 4% compared to 2024.

Nine APCOA businesses across Europe have now achieved the 100% transition to renewable energy, with sources including wind, solar and hydropower. This represents 90% of our direct procurement.

Example: APCOA UK

Since April, all gas procured for APCOA UK sites has been 100% biomethane, a near-pure source of methane produced from organic waste. It is a sustainable, low-carbon alternative to fossil fuels that can be used directly in existing gas grids and appliances.

Reducing Consumption

Whilst consumption will increase as we transition to electricity, we have been taking action to offset that increase by using cleaner energy solutions.

Solar energy is playing an increasing role in our operations. Solar panels are now widely used to power ANPR cameras, pay & display machines, and other operational services such as car washing and payment solutions.

LED lighting continues to be a key driver of efficiency, with intelligent LED systems significantly reducing energy consumption and costs.

We are also deploying **voltage optimisation** technology to regulate incoming power supply. By aligning voltage levels more closely with operational needs, we reduce electricity consumption while lowering associated carbon emissions.

Example: APCOA Poland

In our day-to-day operations, caring for the environment is not just a statement - it's real action that we implement on a large scale. One of the best examples is the development of infrastructure based on renewable energy sources.

APCOA Poland currently use over 3,000 solar-powered parking meters, which operate in many cities, reducing the consumption of electricity from traditional sources.

Thanks to the use of photovoltaic panels, their devices are largely energy self-sufficient. This not only reduces CO₂ emissions but also minimises the need for installation work related to connecting to the power grid, which translates to less intrusion in the urban landscape.



These solutions support the creation of more sustainable and environmentally friendly cities. By investing in modern technologies, they demonstrate that innovation can go hand-in-hand with environmental responsibility. For APCOA Poland, this is an important step toward building a future in which urban mobility develops with respect for natural resources and the needs of future generations.

Example: APCOA Switzerland

The Centralbahnparking carpark in Basel, Switzerland was built approximately 20 years ago. During refurbishment works, it was decided to upgrade the lighting to LED. Together with the client, APCOA Switzerland decided to switch to a “smart” lighting system from LEDCITY, a Swiss manufacturer. The system provides sensors in every lamp and uses a high-end control system to optimise efficiency. The system was installed in late 2023 and early 2024, with more than 1,500 single lamps being changed.



3. Improving Air Quality

Emissions from road vehicles, including particulates and nitrogen oxides, continue to impact air quality.

At APCOA, our UK and Scandinavian teams have been helping our other businesses across Europe to develop a coordinated approach to reducing our impact and supporting cleaner urban environments.

Initiatives have included:

Anti-Idling Campaigns

In partnership with municipalities in the UK, Sweden, and Denmark, we are supporting no-idling initiatives through on-street enforcement — helping to reduce unnecessary emissions in high-traffic areas.

Air Quality Monitoring

We actively support our clients' air quality programmes through innovative solutions. This includes the deployment of compact, wearable environmental monitors used by our frontline colleagues.

These devices capture real-time data on key indicators such as particulate matter (PM and PM10), NO₂, VOCs, temperature, and humidity, alongside GPS location mapping. The data is transmitted live to a global air quality platform, contributing to open-source datasets accessible to the communities we serve. This enables clear visibility of pollution levels, with insights tracked at hourly intervals over a 24-hour period.

We are proud to have been the first operator to deploy wearable air quality trackers with enforcement officers—demonstrating our

commitment to innovation, transparency, and measurable impact in improving urban air quality.

Example: APCOA Germany

In partnership with Tio Tio, APCOA Germany has transformed the top deck of a parking garage in Berlin's Victoria Center into a vibrant sports and community space.

Upper levels of parking garages are often underutilised throughout the year. By installing five rooftop padel courts, they have converted an otherwise empty and inactive area into a dynamic environment that fosters physical activity and social interaction.

The successful implementation in Berlin serves as a proof of concept. Additional locations across Germany are already being planned as they prepare to scale this concept and activate more urban spaces in a sustainable way.

This initiative contributes to our ESG objectives in several ways:

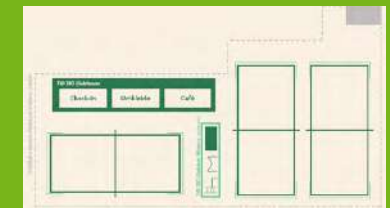
- **Efficient use of existing infrastructure:** The concept repurposes idle space with minimal structural modifications, avoiding resource-intensive development
- **Urban revitalisation:** The project enhances the attractiveness and usability of a previously inactive urban space

- **Added value for local residents and retailers:** The new sports facility increases the quality of life for the surrounding community and boosts footfall in the shopping centre, benefitting nearby retailers and strengthening the local economic ecosystem
- **Inclusive and accessible sport:** Padel is easy to learn and widely accessible, encouraging broad participation and community engagement

Following the successful implementation in Berlin, APCOA Germany is now preparing to roll out this concept across additional locations.



Before



Planning



After

4. Urban Hubs - Reducing Travel Through Localisation

Example: APCOA Germany

In 2025, APCOA Germany successfully launched a new Urban Logistics Hub in Leipzig, Petersbogen in collaboration with Amazon. This hub marks their fourth such initiative, following existing locations in Cologne, Frankfurt, and Berlin, and represents another important step toward more sustainable urban logistics.

The Leipzig hub is designed to optimise last-mile delivery by transferring parcels from delivery vans to cargo bikes within a centrally located parking facility. This approach delivers several environmental and social benefits:

- **Efficient use of existing infrastructure:** The hub utilises an existing parking garage as a transshipment point, avoiding the need for new construction and reducing the overall environmental footprint
- **Reduced urban traffic and emissions:** Deliveries within Leipzig's city centre are carried out using cargo bikes instead of conventional vans - this significantly reduces traffic congestion, lowers emissions, and minimises safety risks associated with parked or double-parked delivery vehicles

- **Inclusive job creation:** The operation of cargo bikes creates new employment opportunities with lower entry barriers, as no driver's license is required. This supports broader access to the labour market and promotes social inclusion.

Overall, the Urban Logistics Hub in Leipzig demonstrates how innovative logistics solutions can contribute to more sustainable, efficient, and people-friendly urban environments.



APCOA has transformed more than 900 car parks into Urban Hubs — connected spaces that combine physical and digital infrastructure to support the evolving needs of cities.

These hubs bring together mobility, electrification, logistics, and on-demand services, positioning our locations at the centre of urban life.

Through the expansion of our product portfolio, we are building an integrated ecosystem of Smart City and Smart Mobility services — supporting more efficient, sustainable, and accessible urban environments while contributing to the reduction of CO₂ emissions.

By integrating EV charging, shared mobility, last-mile logistics, and digital platforms into a single location, our Urban Hubs help reduce congestion, optimise space, and become more sustainably efficient.

Across Europe, we collaborate with leading partners including Amazon, Bosch, InPost, DHL, UPS, and SIXT to deliver scalable solutions such as parcel lockers, delivery hubs, and shared mobility services.

The integration of electric shared and micro-mobility solutions enables seamless, emission-free journeys — reducing inner-city traffic, minimising time spent searching for parking and supporting more sustainable ways to move through cities.

Through our Urban Hubs, we are reimagining the role of parking infrastructure and helping shape smarter, cleaner, and more connected cities.

5. Accelerating Electrification

Expanding access to clean energy for mobility is essential to reducing both CO₂ emissions and air pollution.

APCOA continues to invest in the expansion of our AC charging infrastructure to become a leading EV charging operator.

Our charge-point management platform enables end-to-end management of our EV

charging network across all markets. Built on an open (OCPP) and compatible architecture, the platform allows seamless integration with multiple partners and services.

Our customer-facing apps — APCOA FLOW, APCOA Connect, and ScanEV® — provide a simple and convenient user experience, enabling customers to locate, book, and pay for charging and parking services.

By the end of 2025, we had installed more than 5,375 EV charging points across our car parks, representing a 43% increase compared to 2024.



Example: APCOA Austria

APCOA Austria has partnered with Wien Energie to expand AC/DC charging infrastructure and optimise existing charging infrastructure. The co-operation includes an initial AC rollout at prioritised locations. In parallel, selected sites are assessed, technically and economically, for their DC potential.

APCOA provides the prioritised locations, defines a location-dependent parking space rental fee, and supports the visibility and marketing of the charging infrastructure at the respective sites. Wien Energie is responsible for the technical and economic feasibility study, the installation, and the operation of the charging infrastructure, including billing. Wien Energie also actively manages the charging frequency and integrates long-term parkers via a flexible, floating tariff model.

Modelle der Ladestationen

Co-Branding auf Wien Energie Ladestationen – Ihre Marke im Fokus

Nutzen Sie die Möglichkeit, unsere Ladeinfrastruktur gemeinsam mit Ihrer Marke zu präsentieren. Ob Logo-Branding, individuelle Farbgestaltung oder digitale Werbeflächen – wir bieten flexible Co-Branding-Optionen, um Ihre Marke direkt am Ladepunkt sichtbar zu machen und nachhaltige Mobilität mit Ihrem Unternehmensauftritt zu verbinden.



Alpitronic HYC200



Alpitronic HYC50



KEBA P30 (11kW AC)



As an additional benefit, APCOA Austria has obtained favourable charging rates for their electric vehicle fleet, which helps them reduce their ongoing costs.

Example: APCOA Denmark

By the end of 2025, Denmark reached a significant milestone with over 500,000 electric cars on the roads, which corresponds to approximately 17.6% of the total passenger car fleet. Electric cars accounted for around 68,5% of all new registrations in 2025, and in December 2025, 81% of new cars were electric.

In conjunction with Billund Airport, APCOA Denmark decided to establish a dedicated Recharge area for electric vehicles to accommodate the growing demand for EV charging whilst car owners are on business trips or on vacation. The area has 48 charging points, which are located beside the Operations Office, so customers can easily hand over the car keys to the APCOA personnel. This enables APCOA to move the car to another area once it is charged, which is especially important during high occupancy. The area has become extremely popular, and they have already had several thousand customers.



Example: APCOA Ireland

The rollout of A/C EV chargepoints across APCOA Ireland's leased sites has continued in 2025. The chargers were an instant hit with customers; building on their initial success, use of the chargers increased month on month. During the year there were 1,360 charging sessions using the chargers for 4,424 minutes and consuming 19,415 kWh of electricity. The consumption of this electricity in the cars resulted in the saving of 10,290 Kg of CO2e during the year compared to the CO2 consumed by traditional combustion engines.

APCOA Ireland will continue to roll out A/C chargers across their own sites, with D/C chargers installed where possible, and will also roll out both A/C and D/C chargers to as many client sites as possible during 2026.



Example: APCOA Netherlands

In partnership with bp pulse and THORNICO, APCOA Netherlands launched a state-of-the-art, ultra-fast charging hub at their Westblaak location in Rotterdam. The charging stations deliver speeds up to 300 kW, providing critical support for the regional transition to electric mobility and supporting sustainable urban life.

Their Project Partner, bp pulse / THORNICO said:

“We are delighted to see the international BP-APCOA partnership coming to fruition at Westblaak. This ultra-fast charging hub is a great milestone for green mobility in Rotterdam, and we are proud to move forward with partners who share our commitment to a sustainable future.”



6. Digitilising our Operations

APCOA has long embraced digital innovation as a key enabler of both customer convenience and sustainability. The rollout of digital services across all our markets demonstrates how technology can transform everyday experiences — making parking simpler, faster, and more sustainable.

Our suite of smart payment solutions, including **APCOA FLOW**, **APCOA Connect**, **ScanPay®**, and **Prebook**, reflects our forward-looking approach to evolving customer needs. These platforms enable seamless, cashless transactions - enhancing the customer experience while reducing reliance on physical infrastructure such as pay stations and printed tickets.

Our digital strategy also supports our sustainability goals. By leveraging data and analytics, we optimise operations, improve resource efficiency, and reduce energy use and emissions. In this way, we are using technology not only to enhance convenience, but to deliver measurable environmental impact while continuing to lead in customer-focused mobility solutions.



Example: APCOA Norway

APCOA Norway continue to make strong progress in digitalising their operations. In 2025, 87% of their machine park is fully digital, up from 74% the previous year, leaving only 13% still paper-based.

This transition is not only about efficiency, it is also about using resources more responsibly. Instead of replacing entire machines, they take a smarter approach: when upgrading, they only replace the top module while keeping the remaining structure in use. By reusing components that are still fully functional, they significantly reduce material consumption and avoid unnecessary waste.

Digitalisation also improves the customer experience by simplifying payments and reducing the need for paper, while lowering maintenance needs and operational impact. By combining innovation with conscious resource use, APCOA ensures that progress is not just faster, but also more sustainable.

As the reliance on digital services continues to grow, APCOA's dedication to innovation positions us well to meet the evolving expectations of customers while simultaneously driving positive change for the environment. Our operations utilise:



Cashless Technology

APCOA Flow/APCOA Connect

Through the rollout of APCOA FLOW and APCOA Connect, nearly 12 million customers now benefit from a seamless, cashless parking experience. These platforms allow users to pay via app using credit or debit cards, removing the need for cash or queuing at payment machines.

The services extend beyond simple payment. Customers can reserve spaces in advance, use LatePay to settle charges up to 24 hours later, and enjoy contactless entry and exit. With AutoPay, the entire journey - from entry to invoicing - is fully automated.

Integrated ANPR technology enables instant vehicle recognition, automatic barrier access, and ticketless payment processing. The result is a smooth, efficient parking experience that saves time and reduces friction in busy car parks.

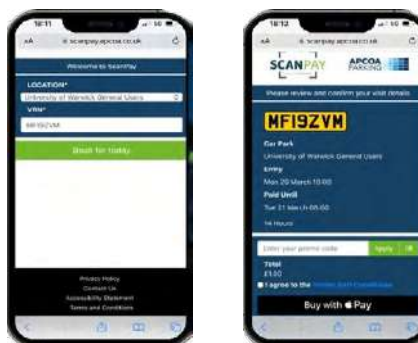
“The number of customers using APCOA Flow services has increased by over 25% in 2025.”

ScanPay®

ScanPay® is available across multiple European markets, offering a fast and convenient payment option for customers who prefer not to use a kiosk or download an app.

By simply scanning a QR code, users can pay instantly via Apple Pay or Google Pay with no registration required.

The solution can be tailored to meet specific client needs and integrates easily with both existing and new car park systems. It also helps reduce operational costs by minimising cash handling and associated processing.



Pre-Book

Pre-booking and contract parker platforms allow customers to purchase discounted parking at our car parks online. These measures reduce the need for cash logistics and processing, delivering less travel and fuel/electricity consumption.

ANPR Technology

Automated Number Plate Recognition (ANPR) reduces the need for permanent on-site staffing while enabling seamless integration with digital services — delivering a frictionless customer experience.

APCOA now operates more than 2,000 ANPR sites across Europe, with Norway, the UK, and Germany representing our largest markets for ANPR deployment.



Digital Solutions in Customer Services

The integration of digital technologies into our customer service operations is enhancing both customer convenience and environmental sustainability. By streamlining interactions and reducing reliance on physical infrastructure, APCOA is delivering a faster, more efficient, and more sustainable service experience.

Real-time support

Webchat provides immediate, accessible assistance - allowing customers to resolve queries quickly without waiting on calls or emails. Our agents can manage multiple conversations simultaneously, improving response times and ensuring consistent, accurate information through predefined responses.

AI-powered assistance

Chatbots handle routine enquiries 24/7, guiding users through intuitive, tailored interactions. This enables faster resolution for common queries while allowing our teams to focus on more complex customer needs.

Seamless, secure payments

Agent-assisted payments, fully PCI compliant, allow customers to complete transactions directly within the support interaction. This creates a smooth end-to-end journey — from enquiry to payment — while maintaining high standards of security and compliance.

Example: APCOA UK

In October this year, APCOA UK's National Customer Service Centre (NCSC) introduced Zendesk's customer service software platform. This brought together APCOA's multiple systems for customer contact – whether emails, calls or chat – into one unified workspace, giving the NCSC a single view of all customer contact.

To support customers with the change, help centres were created with FAQ's, online request forms, feedback channels and a link to the web chat, supported by downloadable articles to inform and guide them.

The introduction of Zendesk has already resulted in a 20% reduction in singular customer contact, and enabled APCOA to better measure and manage Service Level Agreement requirements.

Help centres are now being developed for internal use too, which will significantly reduce reliance on multiple systems including the use of Word and Excel documents, and replace paper information packs.

This further investment in the NCSC delivers more efficient and sustainable processes as well as improving the customer experience.

Smarter call handling

Intelligent call routing directs customers to the most appropriate agent based on expertise and availability, reducing wait times and increasing first-contact resolution.

Together, these innovations are enabling a modern, customer-focused service experience - efficient, secure, and designed to meet a wide range of needs.



Other Supporting Activities

Alongside the progress we are making against our six key initiatives, a wide range of additional activities take place across APCOA throughout the year to support and reinforce our sustainability goals.

While often smaller in scale, these actions play an important role in embedding sustainability into our organisational culture - ensuring we act responsibly not only in major investments, but also in our everyday operations.

Example: APCOA Netherlands

Our business in The Netherlands is integrating sustainability at every level by balancing significant infrastructure projects like the Westblaak EV charging hub (page 24) with small but impactful daily habits. To address high-frequency waste, they have implemented a dedicated Nespresso pod recycling program in their office. They collect used aluminium capsules in dedicated recycling bags for return to Nespresso, ensuring a circular waste management process for one of the office's most frequent waste streams.



Example: APCOA UK

In 2025, APCOA UK recycled 150KG of uniform through their main supplier. Uniform items are sorted into three separate categories for different end uses:

- **Waste processed fibres:** Items like trousers, polos, shirts, suits, jumpers - anything containing a natural fibre. After shredding, the fibre is used as recycled textile materials for industrial insulation, packaging, relief blankets, green roof applications, and more.
- **Solid recovered fuel:** Garments including PU backed nylons, PTFEs and leather. After shredding, they are compressed into fuel pellets and used in the energy sector.
- **FCRE: Footwear and clothing recovered for export/donation** - this applies to paired footwear and unbranded shirts and trousers. These items are donated to local charities who work with the homeless, underprivileged families, vulnerable job seekers and refugees.



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. To date, APCOA has worked with the following projects:

Project 1: Harmanlık Wind Power Plant, Turkey

ESKODA ENERJİ PAZARLAMA İTHALAT VE İHRACAT A.Ş. (Eskoda Enerji) plans to invest into new wind power plant to generate electricity and feed it into the Turkish grid. The wind power plant is planned to be built close to Çamlıca Village in the province of Bursa in Turkey. The project has 50 MW installed power in total, the project will generate around 166 GWh electricity annually. Comparing with baseline situation for electricity system of Turkey, this amount of electricity generation will lead around 98.000 tonnes carbondioxide emission reduction per year. In addition to the CO₂, the project will reduce SO_x and NO_x emissions which arise from electricity generation from mainly coal power plants.

Project 2: Landfill Gas Extraction & Electricity Generation: A leading European landfill gas to electricity production project

Waste management is one of the most pressing environmental problems in newly industrialized countries. Turkey has seen dramatic urbanization over the last decade, but environmental sustainability services are struggling to keep up. For example, it is still common practice in Turkey today to dispose of unprocessed waste in landfills. Landfills emit large amounts of methane, which is 21 times more potent as a greenhouse gas as is carbon dioxide. Another issue is the production of a liquid in the landfills called leachate. This occurs as water seeps through the landfill and is contaminated with various chemicals within the waste. If the landfill is not properly lined, this liquid seeps into the ground and enters into local water resources, posing a significant health risk. Located in Istanbul Metropolitan Municipality, the project is based in two landfill sites and involves the construction and operation of landfill gas extraction and utilization systems. The Kömürcüoda Landfill Area is located on the Asian side of the city and contains more than 30 million tons of municipal solid waste (MSW). The landfill is situated on 44 hectares and disposing of approximately 6,000 tons of MSW daily.



Whereas, the Odayeri Landfill Area is located on the European side of the city and contains more than 55 million tons of MSW. The landfill is situated on 90 hectares and disposes of 13,000 tons of MSW daily. The two sites collectively dispose 19,000 tons of municipal solid waste every day. The installed capacity of the generators are 33.807MW and 16.980MW. Together, the two sites deliver, on average, 417GWh of electricity to the local grid every year.

First Climate

Reporting/Compliance

Setting Environmental Targets

APCOA has defined its environmental targets and created an emission reduction pathway to ensure climate protection commitments are met and progress is transparently reported.

EU Taxonomy

The EU taxonomy for sustainable activities is a classification system which defines criteria for economic activities that are aligned with a transition to a low-carbon economy and with other environmental goals in the context of the European Green Deal. The aim of the taxonomy is to prevent greenwashing and to help investors make informed sustainable investment decisions. The focus is around six environmental objectives:

CSRD

The Corporate Sustainability Reporting Directive (CSRD) is the EU's new directive requiring large and listed companies to disclose how they monitor and manage a wide range of ESG issues and their impact on the environment. To comply, companies must report sustainability data in line with the European Sustainability Reporting Standards (ESRS), disclose EU Taxonomy alignment, and conduct a double materiality assessment — evaluating both financial and impact materiality across operations and the value chain. APCOA falls within the scope of CSRD and has begun identifying relevant Impact, Risks, and Opportunities (IROs) as well as activities under the EU Taxonomy.

However, the recently released CSRD Omnibus proposal suggests a two-year delay in reporting requirements for eligible companies, pending confirmation by the EU Parliament. In response, APCOA has temporarily paused CSRD reporting and we continue to monitor updates from the EU Council on the resumption of reporting.



6. Social

Our Main Focus Areas

At APCOA, our purpose extends beyond managing parking and urban mobility spaces. As a people-powered organisation operating at the heart of cities and communities across Europe, we recognise that our greatest and most enduring impact is social. Defining how we support our colleagues, serve our customers, and contribute to more inclusive, accessible, and sustainable urban environments.

“At APCOA, social value is not an add-on to our strategy — it is embedded in every decision we make, shaping how we support our people, serve our communities, and create long-term, sustainable impact.”



Mike Clarke,
CHRO,
APCOA Group

‘ONE APCOA’

We have deepened our investment in engagement and culture through ONE APCOA, our group-wide people and engagement platform. ONE APCOA connects colleagues across countries, functions, and roles - creating one shared identity while celebrating local diversity. Through regular dialogue, recognition initiatives, leadership visibility, and feedback channels, the platform ensures our people’s voices shape our direction.

Engagement is not simply about communication; it is about belonging. In 2025, we have seen increased participation in listening surveys and local initiatives, demonstrating growing trust and alignment with our purpose and values.

Our Social Framework

Ethical conduct and social responsibility are embedded at the core of how we operate, guiding us to act with accountability, transparency, and care in everything we do.

To support this, we have implemented a Group-wide social framework that provides a clear and consistent approach across our 12-country footprint. While ensuring alignment in our values and priorities, it also allows flexibility for each country to reflect local needs and regulatory requirements.

Our approach is anchored in the principles of the United Nations Global Compact, which APCOA joined in December 2021. This commitment reflects our dedication to upholding human rights, promoting fair labour practices, protecting the environment, and maintaining strong standards of transparency and accountability.

Together, these principles enable us to create lasting, positive impact—within our organisation and across the communities we serve.



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 is committed to upholding internationally recognised human rights and ensuring these are respected and protected for all our employees, both in their professional and personal lives.

Honesty and integrity are central to our culture. We promote respect, dignity, and the fundamental rights of every individual. We believe that diversity and inclusion strengthen our organisation, and we actively foster an environment where all colleagues feel valued and supported.

We encourage freedom of expression, enabling employees to share their perspectives, ideas, and individuality with confidence — without fear of discrimination or disadvantage.



Example: APCOA Sweden

Building on our Malmö collaboration with Stena Fastigheter which launched in 2024, APCOA Sweden has expanded the partnership this year by:

- 1. Starting a recruitment process to hire 2-3 people facing barriers to entering the labour market**
- 2. Establishing a joint working group to scale the initiative to Stena's properties in Stockholm and Gothenburg.**



Stena Fastigheter

2. Modern Slavery

APCOA is committed to preventing modern slavery and human trafficking across all areas of our business and supply chain. This commitment is embedded in our Code of Conduct and reflects our broader dedication to ethical and responsible business practices.

We take a zero-tolerance approach to all forms of exploitation, including the recruitment, movement, or harbouring of individuals through force, coercion, or deception. We do not engage with, or support, any activities or organisations that violate fundamental human rights.

This responsibility extends beyond our own operations. We hold our business partners, suppliers, and clients to the same high standards, with all new partnerships subject to robust due diligence to ensure compliance with our ethical requirements.

To support this, we introduced a Group-wide Supplier Management Policy in 2022, providing a consistent framework for evaluating and managing suppliers. This helps us protect human rights and promote fair, transparent practices across our value chain.

3. Health & Safety

Making Safety Personal

Our workforce is the face of APCOA in thousands of locations. Their safety, engagement, and wellbeing remain our highest priorities.

During 2025, we continued to enhance our health and safety standards across all markets, reinforcing a culture where everyone feels empowered to speak up and take ownership of safe working environments. Safety is not a compliance exercise; it is a shared responsibility and a reflection of our respect for one another.

Group-wide actions we have taken this year include:

- H&S Policy and promise – a unified H&S policy and Safety promise has been created, translated, and distilled to all colleagues across APCOA.
- IOSH SED training – the IOSH Safety for Executives and Directors training course was rolled out to over 70 directors and managers across the business. This training covered how to integrate health and safety at the executive level and implement an ongoing and effective health and safety management system. This demonstrates APCOA's commitment to H&S from the top of the organisation.

- H&S metrics – Lost Time Incidents (LTI) decreased by 23% compared to 2024. An LTI is a work-related injury that results in time lost from work (typically at least one full shift).

In 2025, APCOA began collecting data on work-related lost days. A work-related lost day is defined as the number of full-day equivalent working days lost due to workplace injury and/or work-related illness. This data provides additional insight on the health and safety performance of the Group, allowing us to conduct hot spot analysis and introduce additional measures where necessary.



Example: APCOA Italy

This year APCOA Italy implemented a Legionella prevention and monitoring programme aimed at ensuring safe and healthy environments across their facilities. The initiative focused on the systematic control of sanitary and HVAC (heating, ventilation, and air conditioning) systems, which are key potential sources of Legionella bacteria.

The programme includes regular monitoring, risk assessment, and preventive maintenance activities at all relevant sites. Specific procedures have been introduced to ensure that water systems are properly managed, temperatures are controlled, and potential

stagnation risks minimised. In addition, periodic inspections and technical checks are carried out to verify compliance with health and safety standards.

This initiative represents a proactive approach to risk prevention, protecting both employees and customers from potential health hazards associated with Legionella contamination. It also ensures compliance with applicable regulations and reinforces APCOA Italy's commitment to maintaining high safety standards.

By implementing structured monitoring and preventive measures, APCOA Italy has strengthened its health and safety framework, contributing to a safer and more reliable operational environment.

Examples: APCOA Austria and UK

APCOA Austria: myClubs has been the #1 corporate fitness provider in Austria since 2015. With just one digital membership, myClubs gives employees of APCOA Austria access to more than 35 sports, 1,000 sports providers, and 7,000 weekly activities: from yoga, gyms, swimming pools, pilates, spinning, cross-training, and dance to meditation and climbing, it is all there. Workouts can be booked quickly and easily in the myClubs app.

With myClubs, employees can train anytime, anywhere – perfect for the hybrid work environment!

APCOA UK: There is overwhelming evidence that strength training is vital to maintain bone density, improve sleep, prevent injury, increase metabolism, boost mood, gain strength and manage weight loss. APCOA UK have been working with an experienced provider, Strengthology, which has a proven track record in offering tangible one-to-one support that empowers employees to reach their own individual health and fitness goals through a 12 Week online Transformation Programme.

The programme was initially piloted with 10 colleagues at the UK head office, but due to demand, has since been expanded.



Example: APCOA Switzerland

One example of small-scale but important health and safety training for workers on the front line is demonstrated by APCOA Switzerland.

In October, they contracted the Lausanne Labour Inspectorate to deliver training related to for three car park staff members who handle cleaning chemicals. The training included labelling the chemicals used for cleaning with their safety data sheets, explaining the safety precautions and how to handle the chemicals. As part of a blended training approach, the trainees were also provided with a document to complete as part of a self-study programme.

4. Equality, Diversity & Inclusion (ED&I): Driving Inclusion and Accessibility

As a mobility infrastructure provider, accessibility is both a responsibility and an opportunity. We operate spaces that must be safe, welcoming, and usable for everyone, with supporting people of different abilities central to our social value strategy.

Throughout the year, APCOA has worked with local communities and advocacy groups to improve accessibility standards across our portfolio. This has included reviewing physical infrastructure, digital interfaces, signage, and customer service processes to better support customers with disabilities and reduced mobility. These improvements ensure our services are inclusive, accessible, and user-focused.

We have strengthened colleague training on inclusive service delivery, equipping teams with the skills and confidence to support diverse customer needs while reinforcing a culture of dignity, respect, and understanding.

Internally, we continue to foster an inclusive workplace where difference is recognised and valued. We have enhanced policies promoting equal opportunity, non-discrimination, and inclusive recruitment across our markets. By widening access to employment and career progression, we are building a workforce that better reflects the communities we serve and supports long-term social value.

Examples: APCOA Poland

APCOA Poland is committed to building an open, inclusive and responsible workplace, creating working conditions that enable all employees to fully participate in professional life, regardless of age or ability.

They work with employment agencies and non-governmental organisations to encourage individuals who face greater challenges in the job market to apply and develop their careers at the company. They have been targeting individuals aged 50 and older as well as those with disabilities, recognising the significant value their experience and perspectives bring to the organisation.



Example: APCOA UK

APCOA UK continued to strengthen their commitment to ED&I through targeted recruitment initiatives and partnerships aimed at broadening workforce representation. A key area of focus this year has been increasing diversity across several under-represented groups.

As a result of targeted campaigns and inclusive recruitment practices, APCOA achieved a 5%+ increase across key ED&I metrics, including the representation of women, long-term unemployed individuals, under 25s, over 55s and ex-military candidates.

To support this, they introduced even more flexible working opportunities, including part-time and term-time only roles, helping to remove barriers for those with caring responsibilities and increasing accessibility to a wider talent pool.

They also strengthened partnerships with charities across the UK to support individuals who are long-term unemployed into sustainable employment. For example, a collaboration with Diversity Jobs Group further enhanced their ability to reach underrepresented communities and improve the visibility of opportunities available within APCOA.

These initiatives have contributed to a more inclusive workforce and supported APCOA's ambition to better reflect the communities we serve, with progress underpinned by ongoing monitoring and inclusive people practices.



5. Colleague Development: Building Skills for the Future

Our operations are deeply embedded in local ecosystems — partnering with municipalities, transport authorities, airports, hospitals, and commercial real estate owners. With this footprint comes responsibility.

In 2025, our teams supported local initiatives focused on community safety, environmental awareness, and social inclusion. From charity partnerships to educational outreach and community mobility projects, APCOA colleagues contributed time, expertise, and resources to strengthen local resilience.

Importantly, we continued to position our car parks as more than parking spaces. Increasingly, they serve as hubs for electric vehicle charging, micro-mobility solutions, logistics consolidation, and smart city integration — supporting cleaner, more accessible urban environments that benefit society as a whole. service excellence and sales.

Example: APCOA Sweden

This year, APCOA Sweden launched an internship programme to help students, especially those working part-time as parking attendants, to gain work experience in IT & software development and Finance.

Example: APCOA UK

In 2025, APCOA UK supported 168 hours of work experience placements for young people from schools across West London, providing valuable exposure to the workplace and helping to develop future skills and career pathways.

In addition, their colleagues delivered over 30 hours of training and engagement activities within local schools, covering topics such as interview preparation and the value of an NVQ, supporting education, employability, and skills development within the community.

6. Supporting our Local Communities

Our operations are deeply embedded in local ecosystems — partnering with municipalities, transport authorities, airports, hospitals, and commercial real estate owners. With this footprint comes responsibility.

In 2025, our teams supported local initiatives focused on community safety, environmental awareness, and social inclusion. From charity partnerships to educational outreach and community mobility projects, APCOA colleagues contributed time, expertise, and resources to strengthen local resilience.

Importantly, we continued to position our car parks as more than parking spaces. Increasingly, they serve as hubs for electric vehicle

charging, micro-mobility solutions, logistics consolidation, and smart city integration — supporting cleaner, more accessible urban environments that benefit society as a whole.

Example: APCOA Netherlands

The launch of the Westblaak charging hub (page 24) was a significant social milestone for APCOA Netherlands, highlighting the importance of community and stakeholder engagement. To celebrate, they hosted a festive grand opening event that brought together their team and key partners to witness the start of the hub's test phase.

By centring the technical rollout around a collaborative event, they fostered a sense of shared purpose and strengthened local professional connections. This initiative demonstrates that our sustainability goals are about the people and communities that make these transitions possible.



Example: APCOA Denmark

APCOA Denmark support Real Care, a charity which is collaborating with Børnehjælpsdagen (Children's Aid Day) – an organisation which focuses on helping children and young people living permanently in orphanages.

2025 has been another year that clearly shows what can be created when companies and employees come together for a common purpose. During the year, Real Care, together with APCOA, have supported some initiatives for children and young people in vulnerable positions.

Every year the Children's Aid Day hold a Christmas Party for children and young people from orphanages in 7 separate locations around Denmark. It is always a special day with fellowship, music, Christmas presents and lots of joy.

Children Aid Day Christmas parties bring children and young people from different orphanages together at cultural institutions with tours, music, workshops, and gifts from ambassadors. The parties

strengthen social skills, self-confidence, cultural understanding and relationships between children, young people, and their foster families, while creating joy and security.

Two of APCOA's volunteer ambassadors helped with one of the Christmas party events this year. They helped with set-up, distribution of Christmas gifts and clean-up on the day - and of course helping to make all the children feel welcome.

Together with Real Care, APCOA Denmark provided a Christmas tree which was filled with different Christmas wishes from children and young people from participating orphanages. Each wish had a specific amount and description, and APCOA's employees voluntarily chose one and bought the gift with the name and age of the child/young person. The gifts were then distributed at the Børnehjælpsdagen Christmas parties.

APCOA Denmark are very proud to be part of this charity work, and of the enthusiasm of their employees to support this inspiring scheme.



Example: APCOA Poland

This year APCOA Poland actively participated in the nationwide “Szlachetna Paczka” project, supporting families affected by difficult life circumstances and material damage. For the APCOA team, this initiative was not only a way to help, but also a tangible expression of their concern for the human rights, dignity, and safety of those most in need.

Based on the identified needs of a family, APCOA volunteers prepared comprehensive assistance including, amongst other things, essential household items, cleaning supplies, and support to improve living conditions and daily safety. They paid particular attention to health and safety aspects—providing products that help create a more stable and secure living environment.

Employee involvement in organising the collection and delivering aid, strengthened the sense of community and social responsibility within the company. Participation in the project demonstrated that even small actions can have a real impact on improving the quality of life for others.

Initiatives such as this one are a key element of APCOA Poland's ESG strategy, highlighting the importance of solidarity, empathy, and care for health and safety in a broader social context.

Example: APCOA UK

As part of APCOA's social value commitment, the UK team recently delivered a pilot Environmental Awareness session to Year 5 pupils (aged 9 -10) at Malden Manor Primary School - and the response was incredibly positive.

Three APCOA colleagues brought big global topics into the classroom through interactive, hands-on sessions designed to show young people how small everyday actions can make a real difference.

The programme covered five engaging, age-appropriate modules:

1. Climate change
2. Pollution
3. Biodiversity
4. Circular economy
5. Renewable energy

Rather than focusing on negative statistics, the sessions were built around practical steps, real world examples, and open discussion - leaving students feeling informed, confident, and motivated to act.

The enthusiasm from the children showed just how interested and engaged young people already are with environmental issues - even at the age of nine. That early awareness is powerful and nurturing it now helps build the mindset needed to tackle global challenges in the future.

The pilot was so successful that APCOA have already been invited back, with plans to extend the programme through further school visits and Environmental Awareness packs to reach even more communities.

Looking Ahead to 2026

As we move into 2026, APCOA's social priorities across the Group remain clear and focused:

- Further embedding safety leadership at every level of the organisation
- Expanding inclusive design standards across both new and existing sites
- Enhancing the ONE APCOA platform to strengthen engagement and collaboration across markets

Strengthening diversity and inclusion metrics to better measure progress and drive meaningful change

While specific initiatives may evolve, our direction remains consistent: to create shared value for our employees, customers, partners, and the communities we serve.

Our culture shaped by ONE APCOA and grounded in safety, inclusion, and accountability enables us to deliver responsible growth while making a positive and lasting contribution to the communities that rely on us every day.



7. Governance



Our Approach

At APCOA, we take a proactive approach to strong corporate governance. Governance extends beyond legal compliance and Group policies, reflecting our commitment to ethical, responsible conduct.

Guided by the principles of good governance, we promote transparent decision-making, accountability, and long-term sustainability, ensuring our actions align with regulatory requirements and stakeholder expectations.

To support consistency across our international operations, APCOA has established a structured compliance framework spanning all operating countries. This harmonised approach enables us to meet local regulatory requirements while maintaining high standards of integrity and governance. It also helps us proactively identify and address risks, supporting a resilient, responsible, and sustainable business.

Advisory Board

The Advisory Board, elected by shareholders, is the Group's ultimate decision-making body (except for matters reserved to shareholders). It appoints the senior management team, oversees performance, and provides ongoing strategic guidance. In fulfilling its role, the Board relies on the integrity of senior management and expert advisors.

The Board has established four committees:

- Audit Committee
- HR Committee
- Investment Committee
- ESG Committee

It also approves key decisions, including operating plans, budgets, financial statements, major contracts, and acquisitions.

“At APCOA, we believe strong governance, built on clear structures, accountability, and consistent behaviour at every level, is essential to long-term, sustainable success.”

Julian De Unamuno,
CFO,
APCOA Group

ESG Steering Committee

The ESG Steering Committee supports our commitment to environmental, social responsibility, health and safety, governance, and broader public policy matters. It reports regularly to the Advisory Board and in 2025 included the following executives:

	Chief Executive Officer Nicola Veratelli		Vice President of Responsible Investment, SVP Julie Lindbo		Chief Human Resources Officer Mike Clarke	
Board Member / Chair of the ESG Committee Ricardo Mateiro		Group ESG Director Kim Challis		Chief Financial Officer Julián De Unamuno		General Counsel and Corporate Secretary Elodie Pommepuy

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 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

EU Legislation

The Corporate Sustainability Reporting Directive (CSRD) requires large companies to disclose how they manage ESG impacts. This includes reporting in line with European Sustainability Reporting Standards (ESRS), EU Taxonomy alignment, and conducting double materiality assessments.

APCOA falls within scope and have begun identifying relevant impacts, risks, opportunities, and taxonomy-aligned activities. However, following the proposed CSRD Omnibus delay, reporting has been temporarily paused, and we will resume once timelines are confirmed.

Risk Management

Risk management is central to APCOA's governance framework, guiding both strategic decisions and daily operations. Business units manage local risks, while Group-wide risks are regularly reviewed to address emerging challenges.

A standardised, policy-led framework ensures consistent risk evaluation across all countries. The Group Audit department oversees this process and reports to the Audit Committee, while the Executive Board and business leaders implement mitigation measures. This structured approach strengthens resilience and supports long-term success.



Code of Conduct

The Advisory Board have adopted the APCOA Code of Conduct, including an anti-fraud policy applicable to all employees and executives. Operating across multiple jurisdictions, we are committed to complying with all relevant laws, including the German Criminal Code, the UK Bribery Act, and local regulations.

The Code covers:

- Insider trading policy
- Conflict of interest policy
- AI Policy
- Anti-Bribery and Money Laundering Policy
- Anti-Fraud policy and fraud response plan
- Competition policy
- Data Breach procedure
- Data Protection policy
- Gifts and Hospitality policy
- Modern Slavery policy
- Sanction and Trade Control policy
- Whistleblowing policy

Whistleblower Hotline

An independent, third-party whistleblower hotline is available to all employees and partners, enabling anonymous reporting via phone, web, or email.

Annual Compliance Training

All APCOA managers and supervisors complete mandatory annual compliance training covering the Code of Conduct, Anti-Fraud Policy, IT security, and unconscious bias.

Cyber Security

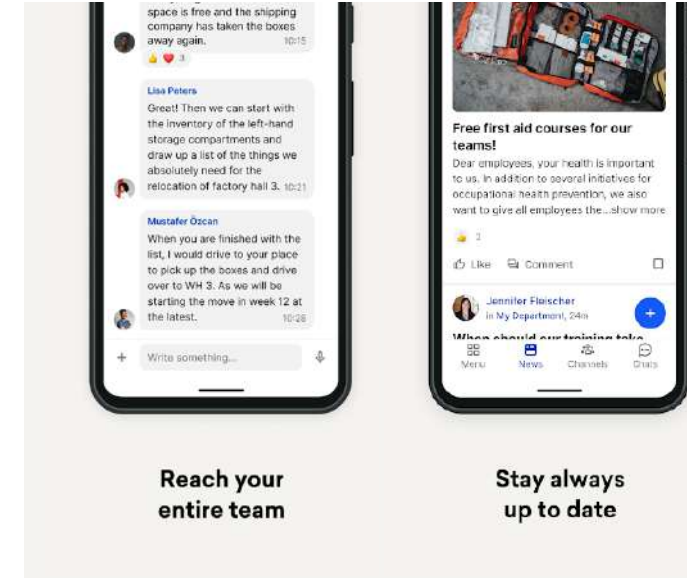
This year APCOA ran a high-profile programme to increase security awareness among employees. We engaged with the NCSC Cyber assessment framework (a collection of cybersecurity guidance for organisations) and rolled out a phishing simulation programme to drive user awareness and increased compliance.



Using the ONE APCOA platform, we delivered a targeted cybersecurity awareness campaign, reaching employees across multiple countries through digital communications and structured awareness posts.

The campaign focused on the most common threats facing the organisation, including phishing and impersonation attacks, translating complex risks into simple, actionable behaviours employees can apply in their day-to-day roles and decision-making.

Key messages encouraged employees to pause, verify, and report suspicious activity, reinforcing that cybersecurity is a shared responsibility across the organisation. Practical guidance included checking sender details, verifying links, recognising external email indicators, and using the “Report Phishing” function. Employees were also encouraged to verify unusual requests



**Reach your
entire team**

**Stay always
up to date**

through a second communication channel before taking action.

Delivered as an online campaign, the initiative ensured consistent messaging across locations while remaining accessible to both office-based and frontline employees, regardless of role or digital confidence.

This initiative supports APCOA's governance framework by strengthening data protection, reducing risk exposure, and embedding secure behaviours across all levels of the business.

In recognition of the critical importance of cybersecurity within our operations, APCOA appointed a dedicated Head of Cybersecurity this year to oversee and strengthen all cybersecurity activities across the Group.



Working with our Supply Chain Partners

We continue to build on our corporate carbon footprint emissions calculations. In 2025, we carried out a survey of key suppliers in each country to gather sustainability and emissions data. This provided us with valuable insights on supplier sustainability performance which we use to inform both APCOA's decarbonisation and procurement strategy going forward.

We work with a wide range of suppliers, including SMEs and local businesses, reflecting the scale and diversity of our operations.

We support local economies by creating opportunities for local businesses and prioritising local procurement where it delivers shared value. To support this, we apply a meaningful weighting to local support in procurement decisions while maintaining fair competition.

APCOA are committed to transparent, objective, and non-discriminatory supplier selection processes, ensuring equal opportunities for all organisations, including SMEs, BAME-owned businesses, and under-represented groups. We also support suppliers through fair payment terms and prompt invoice settlement.

APCOA's Supplier Code of Conduct applies to all supply chain partners, including agencies and subcontractors. It sets out key principles on corruption and competition, human rights, health and safety, social responsibility, and data privacy. The Code also enables suppliers to report known or suspected breaches anonymously, through a second communication channel before taking action.

Delivered as an online campaign, the initiative ensured consistent messaging across locations while remaining accessible to both office-based and frontline employees, regardless of role or digital confidence.

This initiative supports APCOA's governance framework by strengthening data protection, reducing risk exposure, and embedding secure behaviours across all levels of the business.

In recognition of the critical importance of cybersecurity within our operations, APCOA appointed a dedicated Head of Cybersecurity this year to oversee and strengthen all cybersecurity activities across the Group.

Certifications

As a Group, we make significant effort to achieve and maintain ESG-related certifications:

- ISO 14001 (Environmental Management Systems) is held by 6 countries: Ireland, Italy, Netherlands, Norway, Sweden, UK
- EcoVadis Bronze – is held by UK
- ISO 27001 (Information Security Management) is held by 4 countries: Ireland, Italy, Sweden, UK
- ISO 45001 (Occupational: Health & Safety Management) is held by 4 countries: Ireland, Italy, Sweden, UK
- ISO 9001 (Quality Management Systems) is held by 6 countries: Ireland, Italy, Netherlands, Norway, Sweden, UK
- ISO 50001 (Energy Auditing) is held by Germany
- ISO22301 (Business Continuity) is held by 2 countries: UK and Ireland
- Cyber Essentials Plus is held by 2 countries: UK and Ireland



These internationally recognised standards ensure that we operate in a structured, consistent, and responsible way – with clear processes for continuous improvement, risk management, and performance monitoring. Recertification is not just a milestone, but a validation of the work we do every day to deliver reliable services while reducing our environmental impact.

APCOA Italy holds 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 recognises companies that operate in accordance with principles of legality, transparency, ethical conduct and social responsibility.



RATING DI LEGALITÀ



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.



Following significant activity during 2024 to prepare for assessment, APCOA UK has been awarded the Bronze Badge by EcoVadis, a leading global provider of sustainability ratings. EcoVadis assesses companies based on their performance in key areas such as Environment, Labour & Human Rights, Ethics, and Sustainable Procurement.

This recognition reflects APCOA's commitment to responsible business practices and our ongoing efforts to integrate sustainability into our operations. A number of other APCOA businesses have begun working towards accreditation.



Example:

In 2025, APCOA Italy improved their Legality Rating issued by the Italian Competition Authority (AGCM – Autorità Garante della Concorrenza e del Mercato), achieving a score of two stars with an additional “++”, compared to the previous rating of two stars.

The Legality Rating is a key governance indicator in Italy, recognising companies that operate according to high standards of transparency, legality, and ethical business conduct. The improved score reflects APCOA Italy’s ongoing commitment to compliance, integrity, and responsible corporate governance.

This result was achieved through the strengthening of internal control systems, the adoption of enhanced compliance procedures, and the continuous monitoring of regulatory requirements. The company also reinforced its policies related to anti-corruption, transparency, and ethical conduct, ensuring alignment with national regulations and best practices.

The achievement of a “two stars++” rating represents a significant milestone, demonstrating APCOA Italy’s commitment to operating with integrity and accountability. It also enhances the company’s credibility with stakeholders, institutions, and business partners, reinforcing its position as a reliable and responsible operator.

This initiative is fully aligned with APCOA Italy’s ESG strategy, particularly within the governance pillar, supporting long-term sustainable and compliant business practices.



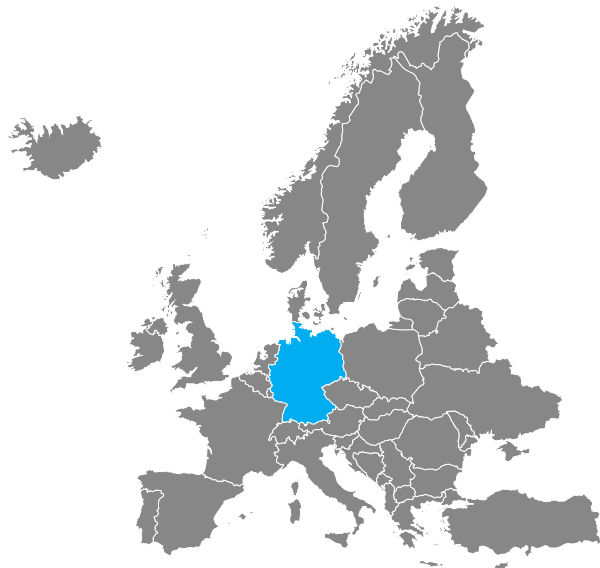
8. Country Spotlights



Spotlight on Germany

As an important part of APCOA Group, our German entity continues to drive its activities fully aligned with and in support of the Group's ESG strategy. In this Spotlight on Germany, we will provide you with an impression of how we live our responsibility for people, planet and our business.

Sustainability is at the forefront of what we do. Each year we strive to go beyond what was achieved before. The many corresponding actions, be they small or large, drive us to improve our footprint and contribute to the APCOA Group plan.



In 2025 we took major steps in areas such as automation and digitalisation in central functions as well as of the customer journey in parking. We have added many more use cases to the existing parking spaces in our portfolio and strive for highest service levels and efficiency in everything we do.

While our number of operated sites and business grew in 2025, APCOA Germany has reduced its CO2 footprint by 28 % vs. 2024, down to 6,922.76 tCO2e. This achievement is made possible through the responsible use of energy and electricity and supported by many initiatives.

One key milestone was our ISO 50001 certification in 2025. To name only a few of the initiatives around responsible use of energy, we use Smart Light solutions in most of our car parks, change over from classic parking and payment equipment to modern ticketless, barrierless, cashless solutions & work on the automatisisation and digitalisation of processes in back-office functions. As an example, in 2025 we more than doubled the number of sites equipped with modern free flow parking systems and at the same time reduced the use of cash payment by 23%. The number of registered APCOA FLOW App users, using the seamless entry/exit and payment solution, increased by over 50% in 2025. The number of electric cars as part of our fleet more than tripled.

Our responsibility towards employees, customers and partners is taken very seriously. The APCOA Germany workforce, number of employees, number of nationalities and average length of stay, remained at same levels as in the year before, reflecting the attractiveness of APCOA as an employer of choice. Health & Safety of employees and users of our services is a key KPI

for Senior Management. Our management system, process and focus are geared towards ensuring highest quality and standards. Training, communication and reporting on these very important matters are shared and provided on a regular basis.

Our company values are the guiding principles for how we operate and act on our responsibility towards employees, partners & customers, supplementing statutory requirements and our Group's guidelines.

We were delighted to win the prestigious German Sustainability Award 2025 (Deutscher Nachhaltigkeitspreis - DNP) in the „Transport Infrastructure“ category at the end of 2024.. This recognition highlights the company's efforts to transform car parks into hubs for sustainable urban mobility to reduce our carbon footprint, and confirms our Urban Hubs concept.

We remain committed to APCOA Group's ESG targets and the responsibility towards people, planet & the business and will continue to evolve and improve our actions.



Katrin Teichert
Regional Director DACH & Managing Director
APCOA Germany

Environmental

2025 has marked a year of true transformation in many areas. Such as a strong increase in application of ANPR (Automated Number Plate Recognition) and modern free flow parking technology, in combination with our APCOA Flow App. Thus, enabling a much more user and planet friendly customer experience, opening the possibility for more user groups and new use cases in our parking facilities. We have increased the accessibility to charging at APCOA, continue to decrease our use of energy and electricity, and produce less waste year over year.

In 2025, we have added more than 200 AC wall boxes to our existing portfolio and expanded our cooperation with a partner for high-performance charging (HPC).



Ultra-fast charging hubs are now in operation at Riem Arcaden Munich and Alexa Berlin, offering customers convenient access to rapid EV charging during their parking stay. This means that highspeed charging can seamlessly integrate into everyday activities like shopping, sport or work, enhancing user convenience and supporting the broader adoption of electric mobility. The CO₂ offset from these two hubs represents 1.206.912 kg in 2025 alone and supports the transition to electric vehicles in urban environments. Operating these hubs at APCOA sites enabled deployment without requirement for additional land use or construction.

Another good example of intelligent use of existing parking facilities remains our cooperation with multiple logistics partners. Parcel locker infrastructure is integrated across 40 locations in Germany, allowing customers to conveniently pick up their online orders while parking—combining two everyday activities in one stop. Due to the consolidated delivery to one locker hub, numerous trips to individual households could be reduced, lowering CO₂ emissions and decreasing urban delivery traffic. In 2025, through the 40 locker hub locations at APCOA sites, an estimated 124.800 number of trips to individual households were avoided.

In addition, we continue to advance shared mobility solutions by expanding Mobility Hubs across more than 25 locations in Germany. These hubs integrate a broad ecosystem of over 60 car-sharing and rental partners, offering users flexible, sustainable mobility options directly within our parking facilities. The Mobility Hubs encourage modal shift by making shared vehicles easily accessible where people already travel. Whether for short-term use, daily commuting, or weekend trips, customers benefit from a seamless, ticketless experience. All license plates

are registered in APCOA's FLOW platform, enabling automatic recognition through ANPR technology and ensuring smooth entry and exit without physical tickets. By providing centralised access to multiple car-sharing and rental providers, Mobility Hubs reduce private car ownership and help shift urban mobility toward more sustainable alternatives.



APCOA Germany tripled the number of EV cars in its own fleet and in parallel, through the use of efficient route planning, reduced the km driven by employees by 5% - while growing the business and number of operated sites at the same time.

The use of e-enabled Cargo bikes has become a standard for many internal uses such as transport or commute by our cleaning teams in APCOA Operations at airports and in cities.



Social

Health and Safety, as well as the provision of a safe and secure place of work, are a focus area at APCOA Germany. Our management system and governance include the reporting of key KPI's, combined with management and employee training, as well as a strong onboarding process – enabling the organisation to proactively address all topics and fulfill regulatory, as well as APCOA, requirements.

In 2025, 933 full and part-time employees worked at APCOA Germany. Our workforce is very diverse with ca. 50 nationalities working in our team. In 2025 we had a share of 18.4% of women and a 18.3% share of employees over 60 years and a share of 7.5% of employees below 25 years of age. Length of stay at APCOA remained stable at 7.1 years. The Lost Time Injury Frequency Rate (LTIFR) was reduced vs. 2024, down to 8.83. The illness rate was reduced down to 5.1% and thereby stays well below national and service industry benchmarks.

To enable continuous improvement and growth, both of the company and for the individual, 1250 trainings and courses on various topics were provided by the company in 2025. Training was offered both via the APCOA e-learning portal and in classroom formats.

Best practice sharing, the celebration of achievement, or information on important topics such as the 'Quarterly APCOA Update'

are communicated in our APCOA App, which also serves as a repository of information, access to certain tools and platforms, including our employee benefit program which we continue to extend every year. Benefits include access to the 'employee bike program' or access to wellhub, a platform with good value fitness offers.

The German extended Management Team of ca. 50 participants got together at the beginning of 2025, sharing and exchanging on our Business Plan, strategic initiatives and focus projects. This important annual meeting, plus various local and regional team events fostered alignment on company strategy & values, as well as collaboration, team spirit and a positive work environment.



An important contributor to how we live our social responsibility inside the company, but also within the communities we operate in, remains our ESG committee. The committee comprises 3 employees that interact with the wider workforce and collect ideas that could be supported, for example through sharing a call for donations via the APCOA App in support of a parking space at APCOA for a charitable organisation like Deutsche Kinder Hospiz Dienste.

One other wonderful example for such kind of an employee social idea is the initiative 'step by step for a good cause'. In 2025, the ESG committee invited APCOA employees for the 3rd year, to track and hand in their steps walked or run on Dec 31st and Jan 1st. The Top 10 walkers/runners were communicated in the MyAPCOA App, the Top 3 receive a gift certificate.

And most importantly, next to everybody that participated having done something good for their own health, the overall number of steps collected in a year are then exchanged into a donation to an organisation that supports others in need. The 2025 donation will be given to the 'Kinder und Jugendhospiz Reutlingen' (Children's hospice Reutlingen).



Governance

As part of APCOA Group, we are committed to following all Group standards, as well as local legal and statutory requirements. Corporate governance is ensured through Boards and Committees at Group and local level. Our Supervisory Board accompanies the German management team on strategic matters.

Compliance to laws and regulations, as well as the APCOA Code of Conduct, is ensured through our business units processes and procedures. It forms an integral part of the onboarding of new employees, as well as of regular training of existing staff. Through this, we enable all new and existing employees to quickly and effectively receive all necessary information and training to safely and in line with law and regulations perform their job at APCOA.

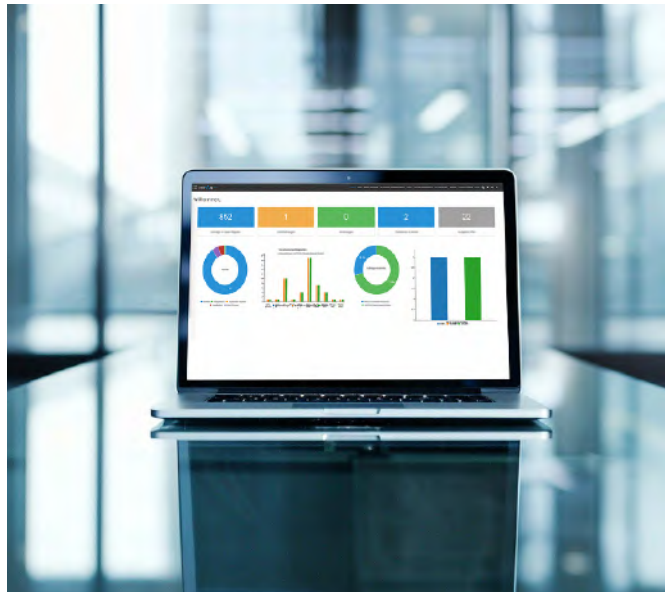
Multiple core Global topics, such as Code of Conduct, IT Security and Data Protection are provided as course material by Group and delivered in local language.

Specific training and guidance is provided to groups of employees with exposure to customer and employee data. Health & Safety, as well as training on conscious use of energy, form part of ongoing development and communication programs at APCOA Germany.

To provide employees with the means for reporting any issue they would like to communicate anonymously, the APCOA Whistleblower hotline, managed by an

independent third-party provider, is displayed at local level and regularly communicated via internal communications.

Risk Management helps guide our strategic decisions. Business Continuity Management (BCM), relevant information at site and process level, was logged in a qualified BCM tool during 2025. Documentation at site and process level, as well as access to it for management and employees was enabled.



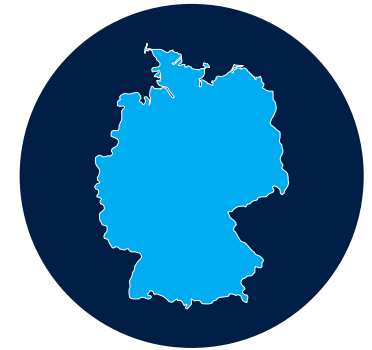
New Internal Audit requirements were established and will in future also incorporate the control of BCM tool actuality.



As of 2025, the implementation of an Energy Management System has become mandatory for German companies. To comply with this regulatory requirement and as part of the larger ESG plan of APCOA Group, APCOA Germany was DIN EN ISO 50001 certified.

Participation of our supplies and partners in our sustainability efforts is strongly encouraged. We actively engage suppliers and partners to, together with us and on their own, take concrete and measurable steps towards a sustainable future.





Dashboard

Achievements 2025



ISO50001
Certification



YOY **2%**
reduction in
illness rate



YOY **+50%**
share of young
talent in team



100% green
electricity
since 2018



YOY **+57%** more
ticketless and freeflow
parking equipment



YOY **+52%**
more registered
Flow customers



YOY **-5%** less
km driven by
internal fleet

YOY **x3** of nr.
of EV cars in
internal fleet



YOY **x3** of active
AC charge points



YOY **+36%**
increase of ANPR
cameras in use

Spotlight on Italy

2025 represented a year of consolidation and, at the same time, further evolution of APCOA Italy's operating model, in a continuously changing environment that requires greater efficiency, adaptability, and an increasingly concrete integration of ESG principles into daily activities.

During the year, we strengthened the solidity of our operations by improving process efficiency and service quality-key elements to ensure operational continuity and reliability, first and foremost within our organisation and, consequently, for our clients and partners.



At the same time, we launched a path of operational transformation, focused on digitalisation and process simplification. The introduction of digital workflows, the automation of repetitive activities and the development of AI-based solutions improved efficiency, traceability and operational control.

This approach is part of an increasingly lean and centralised organisational model, capable of ensuring greater coordination, scalability, and consistent performance across the entire territory.

“Sustainability is fully embedded in the way we operate and in the decisions we make every day”

In 2025, we strengthened our environmental commitment through concrete actions, including the use of 100% renewable energy and energy efficiency initiatives, as well as the development of sustainable mobility solutions.

At the same time, we reinforced initiatives dedicated to our people, with a strong focus on health and safety, inclusion, and professional development, while further strengthening our control, risk management, and compliance systems.

We also continued to reinforce our culture of ethics and transparency, as demonstrated by the improvement of our Legality Rating and the ongoing development of more robust and better integrated processes.

We continue to invest in safety, training, and professional development, fostering an inclusive and wellbeing-oriented work environment, as we believe that human capital is the main driver of growth and innovation.

Looking ahead, we are determined to continue along this path, accelerating technological innovation, process automation, and the integration of ESG principles into our business model, with the aim of contributing to the development of increasingly sustainable and integrated urban mobility.

We are confident this approach will continue to generate long-term value for our stakeholders and the communities in which we operate.



Arturo Benigna
Managing Director APCOA Italy

Environmental

In 2025, APCOA Italy continued to reduce its environmental impact, focusing on energy efficiency, digitalisation and sustainable mobility.

Energy & Emissions

In 2025, 100% of purchased electricity came from renewable sources. Our CO₂ emissions decreased by 10,7% compared to 2024, with reductions across Scope 1 (-26,45%) and Scope 3 (-9,01%).

Energy efficiency initiatives, including LED retrofitting, contributed to reducing overall energy consumption and supporting the company's ongoing commitment to emission reduction.

Sustainable Mobility

APCOA Italy supported sustainable mobility by expanding its EV charging infrastructure from 87 to 146 charging points in 2025, contributing to reduced dependence on fossil-fuel-based mobility.

Process Efficiency

Digital workflows reduced paper consumption by around 5% compared to 2024, supporting the transition towards paperless operations and improving operational traceability.

Supply Chain & Scope 3

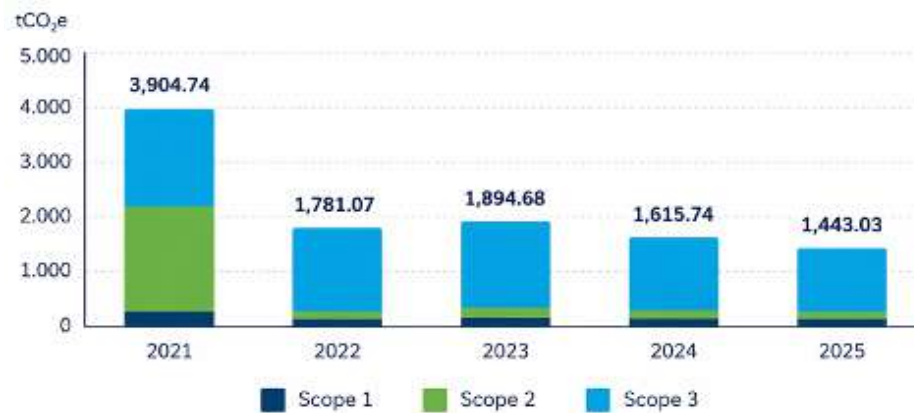
In 2025, APCOA Italy initiated the mapping of Scope 3 emissions, with a first focus on value chain categories and supplier engagement to support future reduction actions.



APCOA is committed to reducing its environmental impact.

Between 2021 and 2025, we have achieved a consistent reduction in total emissions across all scopes, driven by targeted initiatives, operational efficiency, and a continuous focus on sustainability

Total Emissions Trend by Scope



63%
Reduction in
total emissions

from 2021 to 2025
(from 3,904.74 tCO₂e
to 1,443.03 tCO₂e)

- A clear and measurable reduction path aligned with our sustainability goals.
- Significant improvement driven mainly by reductions in Scope 2 emissions and operational efficiency.
- APCOA remains dedicated to continuous improvement and building a low-carbon future.

Co2 & Energy Focus

- 100% Electricity from renewable sources
- Reduction of CO₂ emissions vs 2024
- Expansion of EV charging infrastructure
- Scope 3 emissions mapping initiated

APCOA Italy operates under an ISO 14001-certified environmental management system (since 2014), supporting continuous monitoring and improvement of environmental performance.

Digitalisation & Circularity

- Reduction of paper consumption through digital transformation of processes
- Transition from paper-based to fully digital workflows
- Improved efficiency, traceability and transparency
- Transition towards circular waste management practices

Sustainable Mobility

- Expansion of EV charging infrastructure to support sustainable mobility
- Contribution to reduction of fossil fuel dependency

This reduced environmental impact through efficient and digital operations.



Looking Ahead

- Further optimisation of energy consumption across operations
- Transition towards electric and hybrid fleet (target: 66% by 2026)
- Expansion of EV charging infrastructure
- Increased focus on Scope 3 emissions and value chain engagement
- Continued digitalisation to reduce environmental impact

Social

In 2025, APCOA Italy further strengthened its social commitment through targeted initiatives focused on employee well-being, safety and professional development. The company continues to foster a safe, inclusive and engaging workplace across all operations, supporting employee well-being and strengthening organisational resilience.

Health & Safety

APCOA Italy adopts a structured and proactive approach to health and safety across all sites, supported by continuous monitoring and prevention systems. In 2025, the company further strengthened its safety culture through regular risk assessments, enhanced workplace controls and targeted training initiatives. These actions contributed to improved safety performance and a continued reduction in workplace risks, resulting in a **50% decrease in workplace injury rate** compared to the previous year.

- Continuous improvement in safety standards and prevention practices.
- Development of employee skills through targeted training.
- Strengthening diversity, inclusion and employee well-being.

Diversity, Inclusion & Well-being

APCOA Italy promotes an inclusive workplace where diversity is valued and equal opportunities are ensured. In 2025, the company achieved the **Gender Equality Certification (UNI/PdR 125:2022)**, reinforcing its commitment to fairness and inclusion.

Employee well-being is supported through structured internal communication, engagement initiatives, annual surveys and feedback activities, contributing to improved work-life balance and a stronger sense of belonging.

2025 Highlights

- High retention rate and low turnover reflect a stable and engaged workforce.
- Reduction in absenteeism rate confirm positive impact of well-being initiatives.
- Continue investment in people, safety and inclusion as key drivers of sustainable performance.



Learning, Development & Responsible Culture

APCOA Italy supports continuous employee development through structured training programmes covering both technical and soft skills.

In 2025, training activities were further expanded to strengthen internal capabilities, support business needs and promote a culture of integrity and responsible behaviour.

In 2025, this included training programs aligned with business needs, covering both mandatory training and soft skills development initiatives, including bias awareness training to support a more inclusive workplace.

LTIFR CALCULATION

Lost Time Injury Frequency Rate

$$\text{LTIFR} = \frac{\text{Number of Lost Time Injuries}}{\text{Total Work Hours}} \times 1,000,000$$

	ACT 24	ACT 25
Total Number of Incidents	13	6
Total Work Hours	493.371	474.603
Total LTIFR Calculation	26	13

Approach & Governance

APCOA Italy adopts a structured governance approach to health, safety and employee management, ensuring alignment with national regulations and internal standards across all sites. Clear processes and monitoring systems support risk assessments, preventive actions and continuous improvement in safety performance. These frameworks ensure consistency, accountability and high standards across operations.

Learning & Development

The company promotes continuous professional development through structured training programs aligned with business needs.

In 2025, initiatives focused on strengthening both technical and soft skills, supporting employee growth and enhancing organisational capabilities. A culture of integrity and responsible behaviour is embedded across all activities, supported by communication and engagement initiatives.

Ongoing actions

APCOA Italy will continue to strengthen its social approach by improving internal processes, expanding training initiatives and promoting an inclusive, safe and engaging workplace. Future actions will focus on employee development, wellbeing and the continuous improvement of safety standards



Governance

In 2025, APCOA Italy further strengthened its governance framework by enhancing compliance systems, internal controls and transparency across all operations. The company promotes ethical conduct, effective risk management and accountability across all operations, in line with Group standards and regulatory requirements.

Compliance & Control System

APCOA Italy adopts a structured governance framework based on the Organisational, Management and Control Model pursuant to Legislative Decree 231/01, aimed at preventing corporate offences and promoting a culture of integrity.

The system is overseen by the Supervisory Body (OdV), which performs regular monitoring activities, including annual audits, to ensure its effectiveness and proper implementation.

During 2025, the company further strengthened its internal control environment, improving traceability, accountability and risk management processes across all business activities.

In 2025, this included continuous monitoring activities, internal audits and updates to procedures to ensure compliance with regulatory requirements and Group policies.

Ethics, Training & Whistleblowing

APCOA Italy promotes a strong culture of ethics and integrity through dedicated training programmes focused on compliance, data protection and responsible business conduct.

The whistleblowing system allows both employees and stakeholders to report any unlawful or non-compliant conduct in a secure and confidential manner, in line with applicable regulations, supporting a transparent and accountable reporting culture.

These initiatives contribute to increasing awareness, strengthening accountability and fostering a transparent and responsible working environment.

This is supported by continuous employee engagement, regular training sessions and initiatives aimed at reinforcing ethical behaviour and compliance culture across the organisation.

Focus areas

- Continuous improvement of compliance and internal control systems
- Strengthening of risk management and audit processes
- Enhancement of data protection and cybersecurity measures
- Promotion of ethical culture and corporate integrity



APCOA Italy is committed to continuous improvement in sustainability and responsible business practices. **We are actively working towards obtaining EcoVadis certification in the future**, reinforcing our alignment with intentional sustainability standards and our transparency towards stakeholders.

Information Security & Certifications

APCOA Italy continues to strengthen its governance framework through internationally recognised certifications, including ISO 9001, ISO 14001, ISO 45001 and ISO/IEC 27001.

In particular, the ISO/IEC 27001:2022 certification confirms the adoption of a robust information security management system, ensuring the protection of corporate and personal data and strengthening cybersecurity management.

Legality Rating

APCOA Italy improved its Legality Rating awarded by the Italian Competition Authority (AGCM), reaching a score of 2 stars with additional enhancement (2★++).

This achievement reflects the company's ongoing commitment to transparency, compliance and responsible business practices.



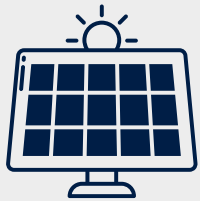
RATING DI LEGALITÀ



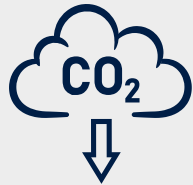


Dashboard

Achievements 2025

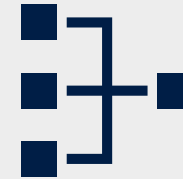


100% Electricity
from renewable
sources



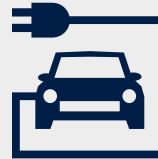
Reduction of
CO2 emissions
vs 2024

Scope 3 emissions
mapping initiated



Gender equality
certification

Expansion of
EV charging
infrastructure



18.27% women in
the workforce



Over **3,000**
hours of training
delivered



50% reduction
in workplace
injuries



Governance
framework aligned
to external bodies



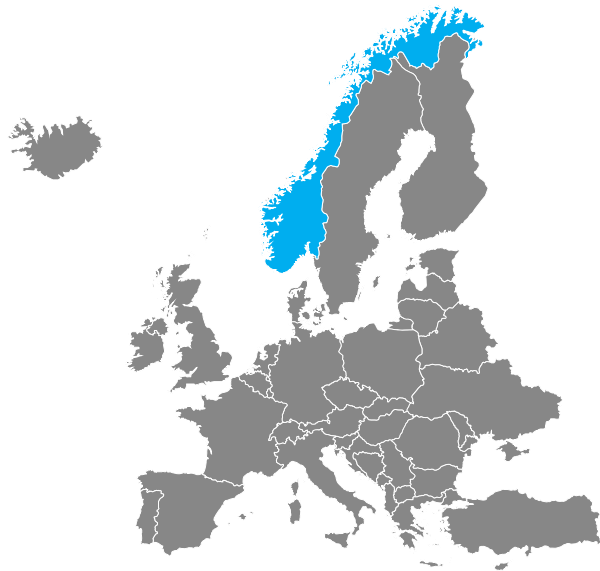
LTIFR has
halved since
2024



ISO 9001, ISO 14001,
ISO 45001 and
ISO/IEC 27001.

Spotlight on Norway

At APCOA Norway, sustainability is not a standalone initiative – it is how we run our business. Every decision we make is guided by a clear ambition: to continuously reduce our impact while creating smarter, more sustainable mobility solutions.



Over the past years, we have built a strong foundation. We operate under certified management systems, we measure and report our emissions transparently, and we actively invest in solutions that reduce energy use, materials, and unnecessary traffic.

But progress is not about one milestone – it is about consistency. We continue to electrify our fleet, expand EV infrastructure, and optimise our digital solutions to reduce both emissions and resource use.

Sustainability is also about people. Our employees play a crucial role in delivering safe, efficient, and responsible services every day. At the same time, we actively support our local communities and contribute where we can make a real difference.

We are proud of the progress we have made – but we are even more focused on what comes next. Step by step, we are improving, learning, and raising the bar.



Jan Arve Kaldheim
Managing Director APCOA Norway



Environmental

Our approach is simple: set clear targets, measure performance, and continuously improve.

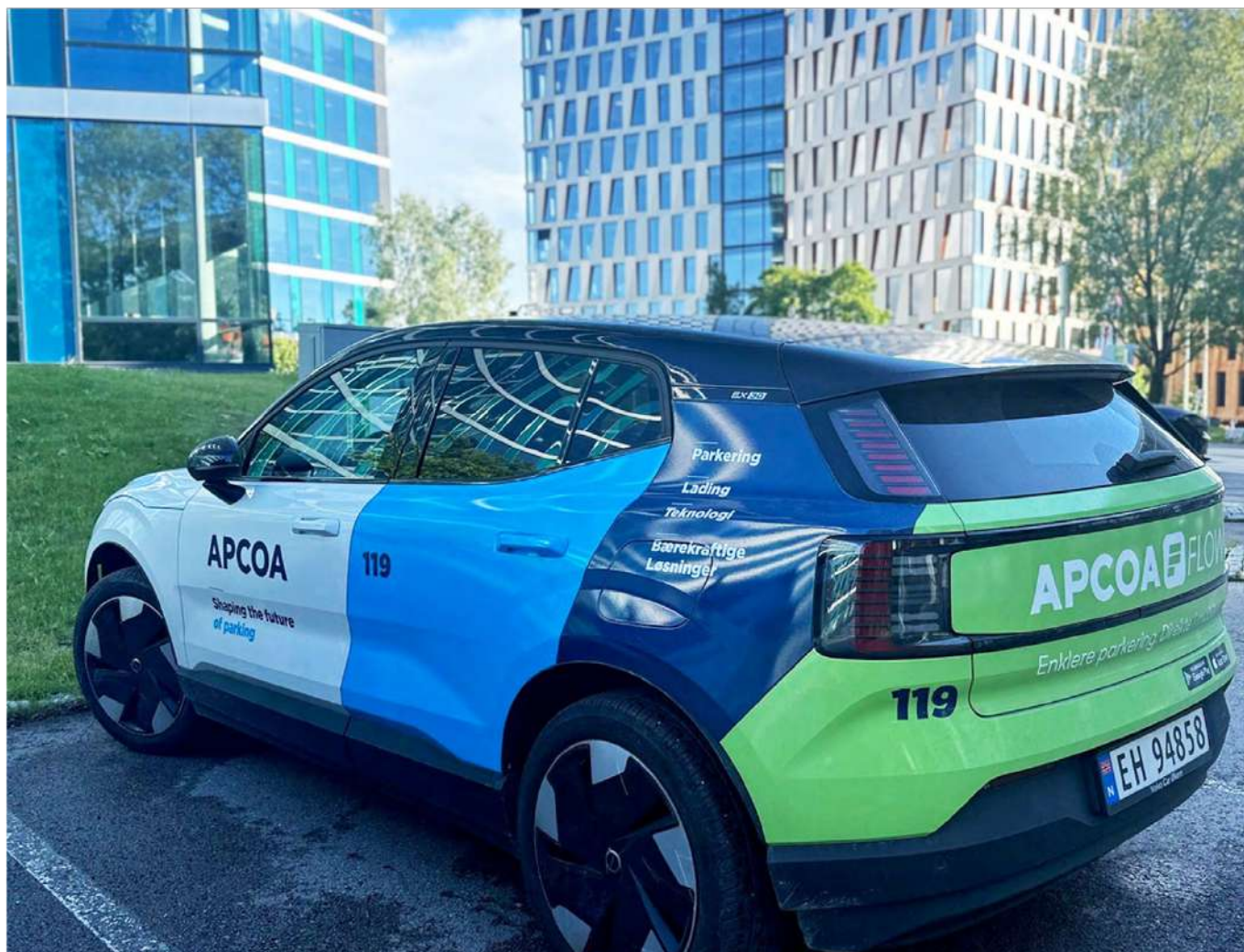
We work in line with the Greenhouse Gas Protocol and certified environmental management systems to ensure transparency and accountability.

Digital innovation plays a key role. With more than 1,7 million users on APCOA FLOW, we reduce unnecessary driving, idling, and emissions, while improving the customer experience.

We also work closely with suppliers and partners to ensure that sustainability standards are upheld throughout the value chain.

Our key focus areas include:

- Transition to a fully electric fleet
- Expanding EV charging infrastructure and accessibility
- Increasing digitalisation to reduce paper and material use
- Improving energy efficiency across sites
- Reducing maintenance needs through remote and smart solutions



Social

At APCOA, people are at the heart of everything we do. We believe that an inclusive and supportive workplace is essential for both individual wellbeing and long-term business success.

Our workforce reflects a wide range of backgrounds, perspectives, and experiences. In 2025, our team represented 25 nationalities, contributing to a diverse and dynamic working environment.

We continue to strengthen our focus on inclusion and equality, including increasing female representation across all levels of the organisation. Initiatives such as the Women's Network play an important role in building awareness, sharing experiences, and driving meaningful change.

We are also committed to creating a safe and engaging workplace. Through training, collaboration, and internal initiatives, we promote:

- Health and wellbeing
- Knowledge sharing and professional development
- A strong sense of community across teams

Beyond our organisation, we actively support local communities and social initiatives – from health campaigns to safety awareness and charitable activities.

“Because for us, sustainability is not only about reducing impact – it is about creating value for people.”

Pink ribbon run

We show up in pink for something bigger than ourselves. Every step, every run, every contribution supports awareness and research. Together, we turn engagement into impact.

Safe Traffic Environment

Small actions make a big difference in traffic. Through awareness and visibility, we help create safer everyday journeys. Because safety starts with behaviour.



Women's network

Stronger together, louder together. Our Women's Network creates space for growth, support, and change. It's about shaping a more balanced future – from the inside out.

World Mental health day

Opening up starts with awareness. Through local initiatives and shared conversations, we help reduce stigma and strengthen support. Because mental health matters – every day.

Governance

Governance is the foundation of our sustainability efforts. At APCOA Norway, we are committed to conducting business in a responsible, transparent, and ethical way.

We operate under clear policies and certified management systems that ensure quality, compliance, and continuous improvement. These frameworks help us maintain high standards across all areas of our business.

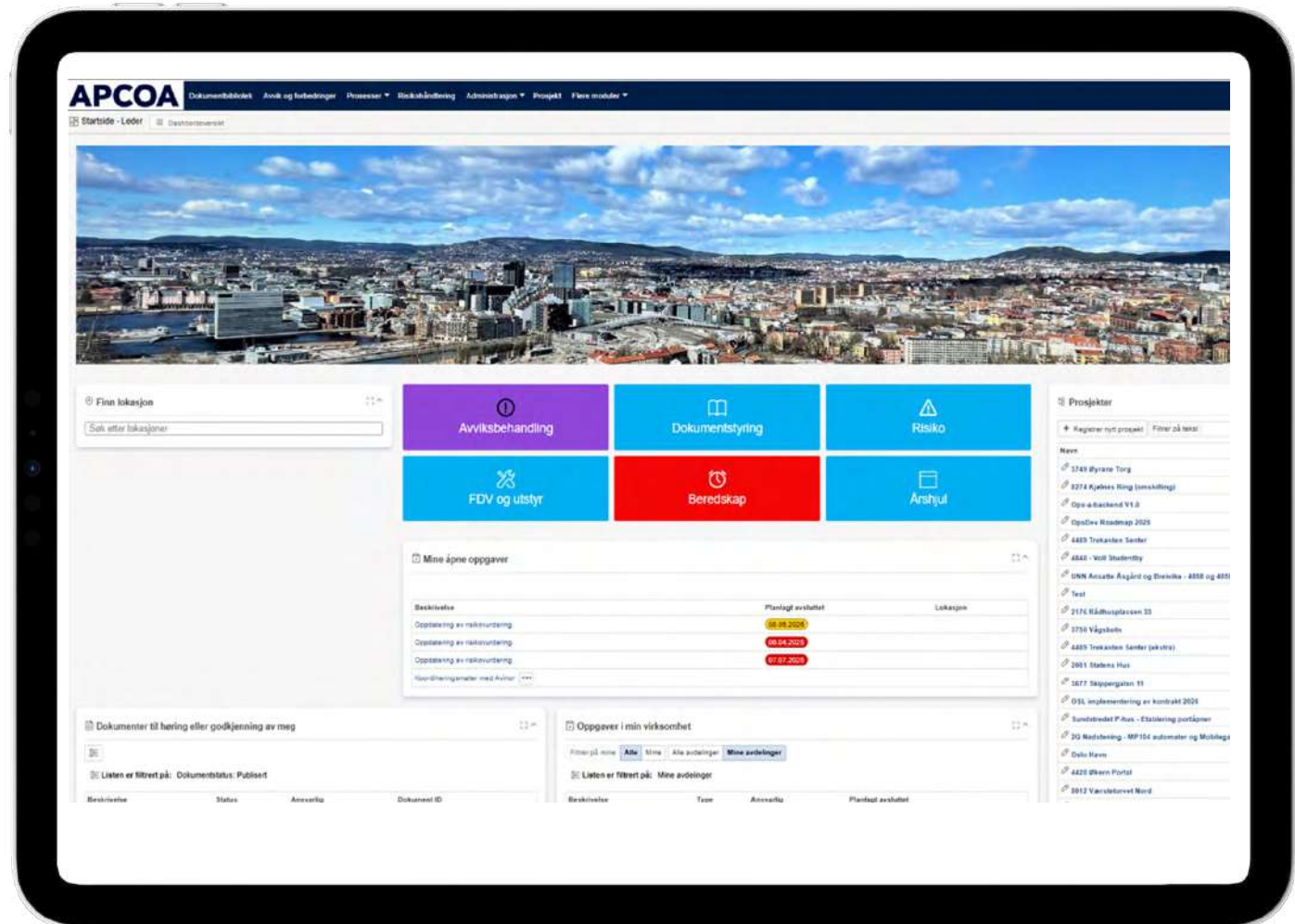
Our commitment extends beyond our own operations. We work closely with suppliers and partners to ensure that sustainability, ethical conduct, and environmental responsibility are embedded throughout the value chain.

We expect all partners to follow our Supplier Code of Conduct, with a focus on:

- Fair and ethical business practices
- Respect for human rights and working conditions
- Environmental responsibility

At the same time, we are committed to collaboration. By working closely with our partners, we strengthen relationships, improve standards, and drive shared progress.

We believe that strong governance is not just about compliance – it is about building trust, ensuring accountability, and enabling long-term, sustainable growth.





Dashboard

Achievements 2025



We purchase renewable energy with a certificate of origin



Source sorting



All barriers removed and digitised using camera recognition (ANPR)



95
Car sharing locations



Certifications
ISO Environmental 14001
ISO Quality 9001



Management system, Landax, for continuous improvement



Analog and digital guiding



When replacing lights, LED lights are used in parking facilities



96%
of our car pool is electric



1,113
Charge points available at our locations



Route planning for all operational vehicles

- Lower emissions
- Better use of time
- Less pollution
- Higher profitability



Digitisation of our payment machines
Mainly by reusing/upgrading existing payment machines

87%
of our payment machines are ticketless

1,683,929
Registered users in APCOA FLOW

Spotlight on UK

With transport at the core of our business, we are committed to placing sustainability at the centre of everything we do. Across APCOA UK, ESG principles are embedded into our strategy, operations, and partnerships driving meaningful, measurable, and lasting change in how we operate and the value we deliver.

Our approach combines bold, large-scale transformation with consistent everyday action. While major initiatives are critical, it is sustained progress at every level that delivers long-term impact. By integrating sustainability into decision-making, we are building a



more resilient, responsible, and future-focused organisation.

We continue to make strong progress in reducing our environmental footprint. In 2025, APCOA's UK carbon footprint was 7069.66 tCO₂e. Despite significant business growth, we are achieving improved decarbonisation efficiency, with emissions intensity reduced to 36.81 tCO₂e per €M of revenue, compared to 37.84 tCO₂e per €M in 2024.

Alongside environmental progress, we are increasing the social value delivered through our client contracts supporting employees, strengthening communities, and contributing to charitable organisations. Health, safety, and wellbeing remain fundamental priorities, supported by initiatives that actively engage our colleagues.

This year, we relaunched our SPARK magazine, strengthening engagement by sharing achievements, insights, and progress, and reinforcing a shared sense of purpose.

We continue to support charities through corporate donations and partnerships, including our work with Dallaglio RugbyWorks helping young people return to education, training, or employment.

Volunteering across APCOA from litter picking and charity runs to coaching and fundraising—demonstrates the commitment of our colleagues and delivers tangible benefits to the communities we serve.

Governance remains a key priority as we strengthen certifications and enhance business

controls. Collaboration is central to our success; by working closely with suppliers and partners, we are aligning ESG ambitions, raising standards across our value chain, and accelerating progress. This year, we engaged with our top 10 suppliers to gather sustainability and emissions data, informing our decarbonisation and procurement strategy.

It is encouraging to see this progress recognised. Alongside winning the British Parking Association 'Best New Car Park' award for Ancoats in Manchester, we were also honoured to receive 'Environmental Corporate of the Year 2025' at the West London Business Awards recognition that reflects the strength of our approach and the collective effort of our teams.

We have achieved a great deal in 2025, and our ambition remains strong. There is more to do, and we will continue to lead, innovate, and collaborate to shape a more sustainable future—for our clients, our communities, and our colleagues.



Kim Challis

Regional Managing Director, APCOA & Ireland, and Group ESG Director, and Chair of the West London Corporate Leaders Action Group.

Environmental

APCOA UK have continued to deliver a range of environmental improvements, including investing in electric vehicles, improving energy efficiency in our facilities, providing customers with improved access to renewable energy sources and promoting sustainable practices throughout our operations. A few highlights are included here.

EV Charging

The number of EV charge points we manage has also expanded, with significant new contracts across the Local Government, Health, Rail, and Airports sectors. In 2025 we installed a total of 386 EV ports, 362 of which were AC and 24 were DC ports.

This takes APCOA UK's total to 1,616 EV Ports – with of 1,549 AC ports and 67 DC ports. We use advanced data analysis and monitoring technologies, including our powerful reporting tool, APCOA Analytics, to provide clients with crucial insights into car park and EV charge point usage.



Urban Hubs

APCOA UK is also leading the development of Mobility Hubs, transforming traditional parking locations into integrated transport solutions that support electric vehicles, shared mobility, and more sustainable journeys.

APCOA UK worked closely with Manchester City Council and other partner organisations to plan and begin the development of an innovative new Mobility Hub as a key phase of investment to regenerate the Ancoats neighbourhood. The Mobility Hub, which opened in May this year, centralises parking, cycle storage and last mile deliveries for adjacent residential developments, while helping to reduce vehicles in the local area to improve air quality for residents and visitors. It provides:

- 150 secure bike parking spaces with changing facilities, showers and locker space
- 102 electric vehicle charging points, with infrastructure for more
- 30 spaces for car club/car share schemes
- 406 car parking spaces for residents and visitors
- Parcel lockers to reduce delivery vehicle movements

- Ground floor spaces for health, wellbeing, and community activities
- 972 sqm of green wall for a greener environment
- 1300 sqm of new public spaces and walking routes connected to Ancoats Green

The low carbon construction incorporates hundreds of photovoltaic panels on its roof and living green walls, making the building one of the most environmentally friendly in the city - supporting Manchester's target to become a zero carbon city by 2038.

Green walls scale the entire height of the eight-storey building, with plants carefully chosen for their pollution-absorption, urban tolerance and year-round flowering. Just one square metre of wall planting can extract 2.3kg of carbon dioxide and produce 1.7kg of oxygen, while also filtering dangerous toxins and microparticles.

In September, Manchester City Council, Ancoats' architect, Butress, and APCOA were jointly awarded the prize for 'Best New Car Park' at the 2025 British Parking Awards.



Manchester City Council has been very pleased by APCOA's management of the Ancoats Mobility Hub. Their Project Manager, Major Regeneration Growth and Development Directorate said:

“APCOA became involved in our scheme at the construction stage, providing advice around EV charging infrastructure, bay lining, signage, parking equipment, parking products, pricing, and payment solutions. Specific to the Travel Hub element, APCOA have introduced Enterprise Car Share Club, multiple click and collect locker partners and a very popular Cycle Hub. The APCOA management team have always been very attentive to our requirements since contract go live, maintaining high standards on site and resolving all operational challenges swiftly and efficiently.”

In 2026, we will unveil our work on the Prestwich Mobility Hub — an exciting milestone that showcases how APCOA is redefining parking as part of a broader, integrated and low-carbon mobility ecosystem.



Going Cashless

APCOA UK are playing a leading role in the development and adoption of the National Parking Platform (NPP), supporting the UK's transition to a more integrated, user-centric parking ecosystem. By enabling interoperability between parking providers and payment applications, the NPP simplifies the customer experience while improving accessibility, transparency, and compliance. APCOA's early engagement ensures we remain at the forefront of this transformation, working with government and industry partners to help shape a consistent, nationwide approach.

Through our digital platforms and operational expertise, APCOA is well positioned to support the rollout of the NPP across our estate and client sites. This enhances user experience through seamless payment and reduced friction, while strengthening data insight, operational efficiency, and revenue assurance for our partners. Our involvement reflects our broader commitment to innovation, standardisation, and delivering smarter, more connected mobility solutions across the UK.

In 2025, we supported seven additional local authorities through this approach, including Cheshire West and Chester, Coventry, Manchester, Oxfordshire, Peterborough, East Suffolk, and Liverpool—successfully enabling interoperable parking services and improving user experience, compliance, and revenue assurance.



**National
Parking
Platform**



Social

We are committed to delivering positive and lasting social value for the communities we serve, embedding Social Value Model (TOMs) principles into the contracts we deliver for our clients and customers.

With high volumes of people using our car parks, **health and safety remains a top priority**, contributing to safe, accessible, and inclusive public spaces that support community wellbeing (Social). Throughout 2025, we continue to prioritise environments that are secure, well-managed, and user-focused.

We are also seeing strong progress from the **Equality, Diversity & Inclusion (ED&I) initiatives** introduced two years ago, supporting fair employment practices, workforce diversity, and inclusive opportunities (Jobs). These initiatives are helping to create a more supportive and representative workplace for APCOA UK's colleagues.

Our social value programmes are focused on **supporting people and communities** (Social & Jobs), including local engagement, volunteering, charitable partnerships, and initiatives that improve access to opportunities. These programmes reflect our commitment to making a meaningful difference in the areas in which we operate.

Together, this approach demonstrates how APCOA is delivering measurable social value aligned to TOMs — supporting safer communities, inclusive employment, and

positive local impact. Below are just a few examples of how this is being delivered in practice.

RugbyWorks

In September, APCOA UK announced a new three-year partnership with Dallaglio RugbyWorks (DRW) and the West London Corporate Leader's Action Group. This collaboration enables the charity to expand its transformative programmes across all four London regions within the current academic year.

DRW uses the values of rugby — teamwork, respect, and resilience — to support young people excluded from or struggling in mainstream education. Through a long-term skills and mentoring programme, they help participants re-engage with learning, build confidence, and develop the employability skills needed to move into further education, training, or sustainable work.

Lawrence Dallaglio, founder of Dallaglio RugbyWorks comments,

“Over the next three years, this partnership will enable RugbyWorks to engage even more young people through our unique rugby-based education and employability programmes, offering them the structure, support, and skills they need to thrive”.



Training & Development

In 2025, we significantly expanded our training and development provision, delivering more learning content than in any previous year. This reflects a continued focus on building a skilled, safe and resilient workforce across all areas of the business.

We strengthened our commitment to accredited learning through the continued delivery of NVQs and apprenticeship programmes, with NVQ participation increasing by 18% year-on-year. These programmes provide clear career pathways and support colleagues to develop professionally and progress within the organisation, contributing to improved retention and capability.

A key development during 2025 was the expansion of online content, enabling greater accessibility and flexibility. This has driven increased engagement across core modules, particularly in Health & Safety and mental health awareness, ensuring colleagues are equipped to work safely while also supporting their wellbeing.

This blended approach, combining online learning with practical and accredited training, has strengthened overall workforce competence and ensured colleagues are better prepared to meet the demands of their roles.



ActionFunder

We have recently engaged with ActionFunder to enhance our commitment to delivering on our social value objectives. ActionFunder is a platform that allows businesses to distribute funds to various projects run by NGOs which have undergone due diligence to verify their authenticity.

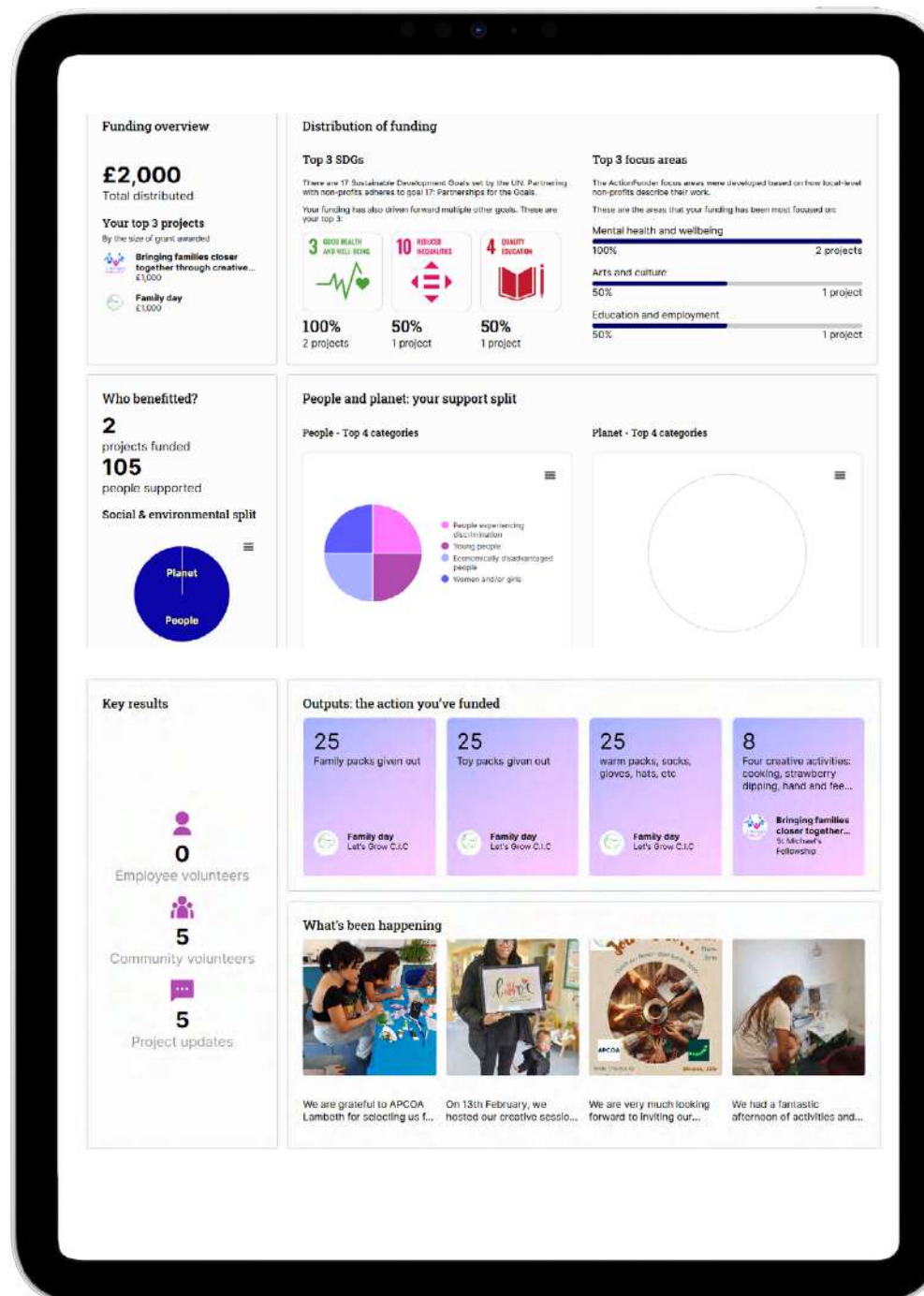
The platform allows us to search for projects against different criteria and track the impact of the funds APCOA UK distributes, which allows for greater transparency and reporting. It is enabling us to deliver targeted, locally-specific Social Value effectively to make a positive impact across our communities.

Here is an example of the ActionFunder dashboard reporting – this shows funds that were distributed under a contract with one client – Lambeth Council - for charity projects completed in 2025.



ACTIONFUNDER

Make Change Happen



Governance

Compliance and governance are embedded in how we operate every day—reflecting our ongoing focus on doing the right thing, managing risk responsibly, and maintaining transparency across our business.

As expectations continue to evolve, including through developments such as the Corporate Sustainability Reporting Directive (CSRD), we are strengthening our approach to ESG. This includes improving how we collect and manage data, supporting better decision-making, and clearly communicating our impact and performance.

The UK government has published the finalised UK Sustainability Reporting Standards (SRS) S1 and S2, providing a framework for disclosure of sustainability and climate-related risks and opportunities. While currently voluntary, we are monitoring developments and preparing our approach to ensure readiness for future regulatory requirements.

Our governance framework is supported by a comprehensive programme led by our senior leadership team, ensuring decisions are made with appropriate oversight and that ESG considerations are integrated into wider business strategy and operations.

Compliance

Our comprehensive approach to compliance covers:

- **Regulatory Compliance and Reporting:** Ensuring we operate within a clear regulatory framework and take a proactive approach to identifying required changes.
- **Risk Management and Internal Control:** Bi-monthly meetings of our Risk Committee enable us to review activities and keep them relevant.
- **Business Ethics and Code of Conduct:** We have a published standard for how we expect everyone to behave, supported by clear policies and procedures.
- **Speak-Up and Whistleblowing:** Services such as SafeCall (which we have had in place for over 15 years) allow employees to report issues confidentially.
- **Training and Awareness:** We offer a wide range of training programmes to help colleagues understand expectations and respond effectively.
- **Data Protection and Cyber Security:** Personal data is handled in line with UK GDPR requirements, supported by clear processes and safeguards.
- **Responsible Supply Chain:** We work closely with our suppliers; our Supplier Code of Conduct ensures alignment with our standards.
- **Human Rights and Modern Slavery:** Respecting human rights is fundamental; we take a practical, risk-based approach to identifying potential issues.
- **Incident Management and Reporting:** We focus on responding effectively and learning from incidents, supported by clear processes across data, safety, and compliance.
- **ESG Integration and Double Materiality:** ESG is embedded in decision-making, with double materiality central to how we assess risk and performance.
- **Data Governance and Assurance:** We are strengthening ESG data management to ensure clarity, consistency, and readiness for independent assurance.
- **Stakeholder Engagement and Transparency:** We consider the perspectives of employees, clients, suppliers, and regulators to inform better decisions.
- **Culture and Accountability:** Led from the top, our culture promotes responsibility and alignment with our values and policies.
- **Certifications and External Standards:** We adopt recognised standards to strengthen and validate our approach.
- **Continuous Improvement:** We regularly review performance through audits, risk discussions, and feedback to drive ongoing improvement.

Cyber Security

In support of APCOA's group-wide approach to cyber security, we have taken action to increase security awareness amongst our colleagues, including:

- Continued running phishing simulations to drive user awareness and increase compliance
- Renewed Cyber Essentials Plus accreditation for the second year running, providing independent assurance of our cyber security controls
- Achieved ISO 27001 Information Security certification
- Engaged with NCSC Cyber Assessment Framework for cyber security guidance.

Accreditations:

In 2025 we also retained accreditation to:

- **EcoVadis:** measuring our performance across environmental, labour, and ethical areas, we retained our Bronze rating and advanced to the 82nd percentile of all assessed companies
- **SAFEContractor:** ASSIP certification involving the collection and verification of our health, safety, financial and ethical practices, including specific details such as permits to work at height, or hazardous material handling
- **Contractors Health and Safety Assessment Scheme (CHAS):** which is an authority and trusted advisor on health and safety compliance. Accreditation acts as a pre-qualification tool for many potential client tenders.





Dashboard

Achievements 2025



100% renewable electricity where we purchase electricity



100% biomethane gas since April 2025 where we purchase gas



48% EV as of December 2025



30% of leadership positions are occupied by women



99.7% retention rate



ISO 9001
ISO 14001
ISO 27001
ISO 45001



8% of colleagues are young talent

EcoVadis Bronze



Introduced a new Supplier code of conduct

14% of workforce are 55+

55+



INVESTORS
IN PEOPLE | Gold

Investors In People
Gold

Spotlight on Austria

APCOA Austria plays a key role in shaping sustainable mobility solutions within the APCOA Group, with a strong focus on adapting global ESG ambitions to local market needs and opportunities. This spotlight highlights how we translate strategy into concrete action across our operations in Austria.



Caroline Aichholzer
Managing Director
APCOA Austria GmbH

Over the past year, our activities have been driven by a clear objective: to unlock the full potential of our parking infrastructure by evolving it into a connected, service-oriented mobility platform. This includes not only improving operational efficiency and customer experience, but also enabling new, sustainable use cases at our locations.

A central element of this development is the expansion of electric vehicle charging infrastructure. By integrating charging solutions directly into existing parking environments, we contribute to the practical and scalable adoption of electric mobility in urban areas. At the same time, we continue to identify further opportunities to reduce

resource consumption and enhance energy efficiency across our portfolio.

In parallel, APCOA Austria is advancing the digitalisation of parking operations, including the rollout of ticketless parking solutions based on automatic number plate recognition (ANPR).

Our approach goes beyond infrastructure. We place strong emphasis on creating a working environment that supports our employees, encourages engagement, and reflects our responsibility as an employer. Initiatives in the areas of health, wellbeing, and social support are complemented by a culture that values collaboration and mutual respect.

We also ensure that our business is built on a solid foundation of governance, compliance, and quality standards. Clearly defined processes, regular audits, and continuous system improvements enable us to operate reliably and transparently in a dynamic environment.

Environmental

In Austria, APCOA continues to strengthen its contribution to sustainable urban mobility by improving the environmental performance of its parking portfolio.

A key focus is the expansion of electric vehicle charging infrastructure across selected locations. By integrating charging solutions into existing parking facilities, we enable customers to combine commuting, shopping, or leisure activities with convenient vehicle charging, supporting electric mobility without requiring additional land use or construction.

In 2025, APCOA Austria enabled approximately 340 MWh of electric charging across its locations,

corresponding to an estimated CO₂ reduction of around 200–300 tons* compared to conventional combustion engine vehicles.

The introduction of ticketless parking systems based on automatic number plate recognition (ANPR) also eliminates the need for physical tickets and can reduce paper usage by up to 100% at fully digitised sites, supporting more resource-efficient operations.

At the same time, ANPR systems improve traffic flow by enabling seamless entry and exit processes, reducing congestion, idling times, fuel consumption, and local emissions such as CO₂ and air pollutants.

By combining digital solutions with targeted infrastructure investments, APCOA Austria is creating a more efficient and low-emission parking ecosystem that supports the transition to sustainable urban mobility.



*CO₂ savings are estimated based on average EV energy consumption and typical emission factors of conventional combustion engine vehicles. Actual results may vary depending on vehicle type, energy mix, and usage patterns. Estimates are indicative and intended to illustrate environmental impact.

Social

At APCOA Austria, social responsibility is reflected in both structured employee benefits and the supportive way we work together each day. Creating a positive, inclusive, and supportive work environment remains a central priority for us.

Health and safety, as well as a secure working environment, remain key priorities, supported by structured management systems, KPI monitoring, and continuous training.

Health and safety, as well as a secure working environment, remain key priorities, supported by structured management systems, KPI monitoring, and continuous training. Health and safety performance improved significantly compared to 2024, with sick leave reduced by 21.23% and LTIFR decreasing by 37%. (NEW PARA) In 2025, we employed an average of 177.5 employees representing 14 nationalities, with women accounting for 30.42% of our workforce. Our age structure remained balanced, with 14.08% of employees under 25 and 11.26% over 60.

In 2025, we employed an average of 177.5 employees representing 14 nationalities, with women accounting for 30.42% of our workforce. Our age structure remained balanced, with 14.08% of employees under 25 and 11.26% over 60. Health and safety performance improved significantly compared to 2024, with sick leave reduced by 21.23% and LTIFR decreasing by 37%.

Employee wellbeing is promoted through fitness partnerships that provide access to sports and wellness activities across Austria via a flexible membership model. We also encourage

team-based activities, including annual participation in the Gras Airport Run, where employees take part together to promote physical activity, collaboration, and team spirit.

Diversity and inclusion remain integral to our people strategy. In 2025, we reached an important milestone with the appointment of our first female Managing Director, reflecting our commitment to diversity at leadership level and equal opportunities across the organisation. We continue to foster an inclusive workplace culture by supporting diverse career paths and ensuring leadership development opportunities are accessible to all employees.



Governance

APCOA Austria operates within a robust governance and compliance framework that ensures transparency, accountability, and adherence to both Group-wide standards and local legal requirements. Governance structures, internal controls, and clearly defined responsibilities form the foundation for reliable and compliant business operations.

A key element of this framework is the continuous development and certification of management systems. In 2025, our technical team successfully renewed its ISO 9001 certification for the planning, installation, and maintenance of fire alarm systems. This certification provides independent assurance that processes are standardised, consistently applied, and aligned with international quality management principles. The certification process followed a structured, risk-based audit methodology, including process-oriented assessments, management interviews, on-site observations, and detailed reviews of documentation and records. The audit focused on key risk areas, control effectiveness, and the ability of the management system to achieve defined objectives.

To maintain high operational standards across the portfolio, APCOA Austria conducts regular site inspections and quality assurance reviews. These control mechanisms support the early identification of deviations and enable continuous improvement of service delivery.

In addition, the company holds all required trade licenses (“Gewerbeberechtigungen”) for its activities, ensuring full regulatory compliance and operational authorisation at all times.

Spotlight on Ireland

Environmental, Social and Governance (ESG) principles are integral to the evolution of parking and mobility services. APCOA Ireland play our part in enabling sustainable transport through initiatives such as EV charging, efficient space management, and reduced operational emissions. At the same time, we aspire to contribute to safer, more accessible urban environments while upholding strong governance through ethical practices, compliance, and transparency. Embedding ESG into our operations supports long-term value for customers, communities, and stakeholders. I am pleased with the continuing progress we have made during 2025, especially with the roll-out of EV charge points, and we have ambitious plans to achieve even more next year.



Neil Cunningham
Managing Director
APCOA Ireland

Environmental

Park2Travel Site

In March 2025 we opened our largest car park in Ireland – with over 6,000 spaces – serving as a long-term car park for Dublin Airport.

We launched this car park as a cashless and ticketless operation and upgraded the site infrastructure with efficient and environmentally-friendly equipment including lighting, camera technology, modern buses and EV charging facilities for customers.



Air Quality

Air quality monitoring provides essential, real-time data to protect public health, inform environmental policies, and identify pollution sources. By tracking pollutants, it enables targeted actions to reduce exposure, improves compliance with air quality standards, enhances worker productivity, and helps mitigate climate change.

As part of our contract with Wicklow County Council, we have launched Air Monitors which our Traffic Wardens wear while patrolling the streets of Arklow, Wicklow and Greystones. The equipment provides us with air quality data which we report to the council.

In addition to the air quality monitoring service for Wicklow County Council, we have provided a defibrillator for each of the towns we patrol in.



Social

Work placement for disadvantaged students

Research shows that graduates from disadvantaged areas earn less than students from affluent areas, even when they graduate with the same degree and grades.

We have been working with Dublin City University (DCU) to offer a work placement programme in APCOA Ireland to support socio-economically disadvantaged and neurodivergent students. As part of DCU's 'Access to the Workplace' (ATTW) programme, students are placed in industry for 12 weeks as part of the 3rd year of their course.

Student focus groups have described the ATTW programme as bridging the academic-workplace gap, enhancing social mobility and building career confidence. We provide appropriate line management and mentoring support.

Over time, we believe the programme will deliver organisational culture benefits such as enhancing team dynamics, increasing staff engagement and bringing diverse thinking that improves project outcomes.

Supporting Irish Guide Dogs for the Blind

Earlier this year, APCOA Ireland management and staff, through our Park2Travel brand, took part in the national fundraising day with the Irish Guide Dogs for the Blind. In conjunction with the property owners, Park2Travel, Dublin became the official sponsor of its annual national fundraising day, Guide Dog Day.

APCOA staff were based across three locations for the weekend, raising funds for this worthy charity through merchandise sales and bucket collections. The main event took place in Dublin's Phoenix Park, where APCOA colleagues assisted in the collection as well as helping with "Take the lead walks" where members of the public were able to meet and interact with the dogs.

During the month of May APCOA's Park2Travel business donated €1 for every parking booking made, which was then matched by the car park owners - with all funds going directly to the charity. These actions actively transform lives by providing highly trained service dogs, giving people with visual impairments, children with autism, and students greater independence and mobility.



Cherry Orchard Equine Centre

In addition, we donated to a charity fundraiser for the local community surrounding our head office in Park West Business Park, Dublin, with a Charity Golf Outing. This helped raise €6,000 for Cherry Orchard Equine Centre, which is dedicated to supporting young people further their interest and love of horses and obtain stage-registered qualifications. The charity offers a variety of riding and therapeutic lessons to both adults and children.



Governance

ISO 9001 Certification of Registration

APCOA Ireland operate under the strict guidelines set by numerous ISO accreditations from local as well as UK and Group accreditation. However, we are most proud of our local ISO 9001 accreditation. This national quality award, which is sometimes considered the basic ISO accreditation, is extremely important to us as it sets the foundation for our operation and for all other certification to build on as well as setting the standards that all management and staff adhere to.

The accreditation is issued on a 3-year basis with an annual inspection and review taking place in July each year. This review involves a detailed inspection by an accredited auditor who reviews procedures and processes before interviewing staff across the business to ensure they understand and are operating in line with the procedures. In 2025, we again passed this review with zero non-conformancies or recommendations and are already preparing for our more intense recertification in July 2026.



Spotlight on Sweden

At APCOA, we believe that a business is never stronger than the community it is part of. In 2025, we took meaningful steps across all three pillars of ESG - and we are proud of the progress we are making.

On the environmental side, we are committed to a fully electric vehicle fleet by 2026 and are ensuring 100% renewable electricity at all our properties. Sustainability is embedded in every operational decision we make.

Socially, we support youth leadership, meaningful leisure activities, and programmes helping young people qualify for higher education. We also actively recruit individuals excluded from the labour market, giving them real employment, workplace experience, and a path forward.

On governance, we are certified in ISO 9001, 14001 and 27001 certification, 100% employee performance reviews and Enps focus, and ESG criteria integrated across all supplier evaluations.



Fredrik Westergård
Managing Director
APCOA Sweden

Environmental

Driving Toward a Fully Electric Fleet

APCOA Sweden has made a firm commitment: no vehicle in our fleet will run solely on fossil fuels after 31 December 2026, and our entire fleet will be fully electric. This is not an aspiration - it is a binding operational target embedded in our ESG goals. As a mobility and accessibility company, reducing transport emissions is both our responsibility and our opportunity to lead by example across the Swedish parking sector.

100% Renewable Electricity at All Properties

We are committed to sourcing 100% green electricity at all properties where we hold responsibility for energy procurement. In 2025, we did sign electricity contracts with certified origin-of-source recommendations across our entire portfolio. Simultaneously, we are reviewing commuting patterns and introducing incentive models for carpooling to reduce single-occupancy journeys and their associated carbon footprint. Every decision we make is evaluated for its climate impact – from fleet management to facility operations.

Social

Building Futures from the Start:

Partnership with non-profit organisations

APCOA Sweden is proud to support organisations that helps young people - many from disadvantaged backgrounds - achieve the grades needed to qualify for upper secondary education. Our engagement reflects a conviction that a society is only as strong as its weakest link, and that Sweden's position as Europe's third-highest country for youth unemployment demands action. By supporting programmes for meaningful leisure activities, youth leadership, and academic tutoring, we invest in young people before they reach the labour market.

Inclusive Employment:

Opening Doors to the Labour Market

We actively recruit individuals aged 19–27 who have been excluded from the labour market for various reasons. In 2025, our target was to hire at least three such individuals, giving them real employment, genuine workplace experience, and the opportunity to strengthen their CV and Swedish language skills. We are also establishing PRAO (work experience) collaborations with schools, and build a structured mentorship framework to provide ongoing support. For us, inclusion is not a policy - it is a practice.

Governance

Our People:

Building a Workplace Where Everyone Thrives

In 2025, APCOA Sweden is committed to ensuring that 100% of employees receive structured performance and development reviews. To support this, we have developed a physical employee handbook and compiling essential personnel information in print format, ensuring access at every workplace. We believe our people are our most valuable asset, and giving them the tools and dialogue they need to grow is fundamental to how we operate.

Certification and Supply Chain Integrity

We are certified in ISO 9001 (quality), ISO 14001 (environmental management), and ISO 27001 (information security), with internal audits committed throughout the year. On supply chain governance, we have integrated ESG criteria into our annual supplier evaluations, updating our assessment tools to ensure all partners are held to the same standards we apply to ourselves. Because trust, once earned, is the foundation everything else is built on.

9. Performance Data

APCOA Group: Environmental

Carbon Emission Measurement (tCO ₂ e)	2021	2022	2023	2024 (old meth.)	2024 (SBTi/CSRD)	2025 (SBTi/CSRD)
Total emissions	45,980.43	43,120.97	42,149.11	26,850	32,332.41	28,767.44

GHG Scope 1 (tCO ₂ e)						
Stationary combustion	324.5	258.5	433.5	266.3	266.3	279.17
Mobile combustion	3519.8	4207.1	4146.9	4056.7	4056.7	3694.71
Fugitive emissions	79.1	2.1	129.2	131.8	131.8	128.26
Total	3923.4	4467.6	4709.6	4454.8	4454.8	4102.1

GHG Scope 2 (tCO ₂ e)						
Steam, heat, cooling	184.9	176.0	86.0	59.1	59.1	14.5
Electricity	3763.6	2251.5	1324.5	533.2	8678.9	3076.6
Total	3948.5	2427.5	1410.4	592.3	8738.0	3091.1

GHG Scope 3 (tCO ₂ e)						
Category 1: Purchased goods and services	2250.8	2675.3	2736.7	4149	4149	5062.43
Category 2: Capital goods	1676.2	1434.4	1450	1896	1896	2090
Category 3: Fuel- and energy-related activities	2068.8	1776.8	1446	1310	4568	2211
Category 5: Waste	113.4	84.1	76	99	99	102
Category 6: Business travel	609.6	839.2	1083	402	402	532
Category 7: Employee commuting	5154.5	5024.1	5024	4368	4368	5959
Category 8: Upstream leased assets	26235.2	24392.1	24213	9580	-	-
Category 9: Use of Product	-	-	-	-	3658	5617
Total	38108.5	36225.8	36029.1	21803.2	19139.7	21574.2

APCOA Group: Environmental

GHC Scope 3	2021	2022	2023	2024 (old meth.)	2024 (SBTi/CSRD)	2025 (SBTi/CSRD)
tCO2e per € M of revenue	74.60	53.81	47.14	27.91	33.6	28.12
Percentage of 100% Renewable Energy across Group	-	72%	84%	90%	90%	90%
Percentage of Fleet which is electric	-	14%	26%	35%	35%	43%
Number of Car Parks with LED Lighting	-	316	1982	1982	1982	1982
Number of EV Chargepoints installed	-	2501	4124	4654	4654	5375

APCOA Germany: Environmental

Environmental Dashboard	2021	2022	2023	2024	2024	2025
Protocol	GHG	GHG	GhG	GHG	SBTi/CSRD	SBTi/CSRD
Carbon Emission Measurement	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e
Total emissions	12,474.01	10,311.47	9,785.69	7,071.49	9,686.97	6,922.76
tCO2e per € M of revenue	77.50	46.70	37.01	24.48	33.53	23.83
GHG Scope 1 (tCO2e)						
Stationary combustion	271.5	180.6	267.6	119.0	119.0	115.56
Mobile combustion	1231.3	1421.7	1444.2	1329.3	1329.3	1262.84
Fugitive emissions	-	-	-	-	-	0
Total	1502.8	1602.3	1711.8	1448.3	1448.3	1378.4
GHG Scope 2 (tCO2e)						
Steam, heat, cooling	-	-	-	-	-	
Electricity	0.0	0.0	0.0	0.0	3495.0	3,495
Total	0.0	0.0	0.0	0.0	3495.0	3,495
GHG Scope 3 (tCO2e)						
Category 1: Purchased goods and services	620.9	635.7	734.3	1147	1147	1097.24
Category 2: Capital goods	417.4	188.1	220	127	127	102
Category 3: Fuel- and energy-related activities	393.0	427.9	418	364	1762	1074
Category 5: Waste	33.8	32.7	39	45	45	29
Category 6: Business travel	32.0	51.9	54	39	39	55
Category 7: Employee commuting	1772.4	1742.6	1717	1624	1624	1354
Category 8: Upstream leased assets	7701.7	5630.3	4892	2278	-	0
Category 9: Use of Product	-	-	-	-	-	0
Total	10971.2	8709.2	8073.9	5623.1	4743.6	3711.5

APCOA Italy: Environmental

Environmental Dashboard	2021	2022	2023	2024	2024	2025
Protocol	GHG	GHG	GhG	GHG	SBTi/CSRD	SBTi/CSRD
Carbon Emission Measurement	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e
Total emissions	3,904.74	1,781.07	1,894.68	1,615.74	1,615.74	1,443.04
tCO2e per € M of revenue	79.88	28.77	25.07	20.18	20.18	17.08
GHG Scope 1 (tCO2e)						
Stationary combustion	7.5	8.2	8.5	0.0	0.0	1.82
Mobile combustion	156.8	184.8	194.7	185.0	185.0	134.21
Fugitive emissions	-	-	-	-	-	0
Total	164.2	193.0	203.2	185.0	185.0	136.0
GHG Scope 2 (tCO2e)						
Steam, heat, cooling	9.9	14.7	16.7	0.0	-	5.1
Electricity	1855.2	0.0	0.0	0.0	-	0.0
Total	1865.0	14.7	16.7	0.0	0.0	5.1
GHG Scope 3 (tCO2e)						
Category 1: Purchased goods and services	743.9	822.0	854.1	879	879.2794181	683.85
Category 2: Capital goods	51.9	47.9	154	206	206	140
Category 3: Fuel- and energy-related activities	529.4	57.8	54	49	49	41
Category 5: Waste	3.6	3.9	6	0	0	0
Category 6: Business travel	13.1	12.2	22	28	28	25
Category 7: Employee commuting	262.7	274.9	233	268	268	412
Category 8: Upstream leased assets	270.8	354.6	351	-	-	0
Category 9: Use of Product	-	-	-	-	0	0
Total	1875.5	1573.4	1674.8	1430.8	1430.8	1301.9

APCOA Norway: Environmental

Environmental Dashboard	2021	2022	2023	2024	2024	2025
Protocol	GHG	GHG	GhG	GHG	SBTi/CSRD	SBTi/CSRD
Carbon Emission Measurement	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e
Total emissions	380.42	360.05	320.26	487.09	487	454.00
tCO2e per € M of revenue	4.33	2.84	2.86	4.51	4.51	4.06
GHG Scope 1 (tCO2e)						
Stationary combustion	0.1	0.1	0.0	0.0	0.0	0
Mobile combustion	137.1	103.6	95.9	123.0	123.0	74.49
Fugitive emissions	-	-	-	-	-	0
Total	137.2	103.7	95.9	123.0	123.0	74.5
GHG Scope 2 (tCO2e)						
Steam, heat, cooling	0.0	0.0	0.0	0.0	0.0	0.0
Electricity	0.0	0.0	0.0	0.0	0.0	0.0
Total	0.0	0.0	0.0	0.0	0.0	0.0
GHG Scope 3 (tCO2e)						
Category 1: Purchased goods and services	102.4	90.7	77.9	207	206*	148.85
Category 2: Capital goods	17.7	51.0	31	76	76	52
Category 3: Fuel- and energy-related activities	37.3	26.4	26	33	33	20
Category 5: Waste	1.3	1.0	0	0	0	0
Category 6: Business travel	26.9	61.6	64	14	14	54
Category 7: Employee commuting	57.7	25.6	25	34	34	105
Category 8: Upstream leased assets	0.0	0.0	0	0	-	0
Category 9: Use of Product	-	-	-	-	-	0
Total	243.2	256.4	224.3	364.1	364	379.5

* corrected figures from last year's report.

APCOA UK Environmental

Environmental Dashboard	2021	2022	2023	2024	2024	2025
Protocol	GHG	GHG	GhG	GHG	SBTi/CSRD	SBTi/CSRD
Carbon Emission Measurement	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e	tCO2e
Total emissions	8,603.36	10,095.91	11,644.25	4,637.94	6,053.12	7069.66
tCO2e per € M of revenue	89.00	85.70	87.61	28.99	37.84	36.81
GHG Scope 1 (tCO2e)						
Stationary combustion	42.2	66.3	45.3	21.2	21.2	24.28
Mobile combustion	627.4	902.5	679.8	603.0	603.0	589.56
Fugitive emissions	-	-	-	-	-	0
Total	669.6	968.8	725.2	624.3	624.3	613.8
GHG Scope 2 (tCO2e)						
Steam, heat, cooling	-	-	-	-	-	0.0
Electricity	277.2	340.8	0.0	0.0	2084.4	88.0
Total	277.2	340.8	0.0	0.0	2084.4	88.0
GHG Scope 3 (tCO2e)						
Category 1: Purchased goods and services	148.4	391.9	213.9	480	480	1273.34
Category 2: Capital goods	123.1	387.5	403	504	504	1406
Category 3: Fuel- and energy-related activities	250.2	346.3	184	159	993	190
Category 5: Waste	53.0	26.0	20	31	31	51
Category 6: Business travel	93.1	152.6	157	62	62	181
Category 7: Employee commuting	932.5	1438.2	1315	1149	1149	1847
Category 8: Upstream leased assets	6056.2	6043.9	8626	1628	-	0
Category 9: Use of Product	-	-	-	-	125	1420
Total	7656.5	8786.3	10919.1	4013.7	3344.4	6367.9

APCOA Group: Social

Social Dashboard		2021	2022	2023	2024	2024 (CSRD/SBTi)	2025 (CSRD/SBTi)
Number of employees at December	HC	4627	4788	4995	5,307.00	5,307.00	5,628.50
Carbon footprint tCO2e per employee		9.94	9.01	8.44	5.18	6.22	5.11

Safety Measure							
Lost time injury frequency rate		-	-	5.8	7.7	7.7	5.7
Incident management system across group		-	Yes	Yes	Yes	Yes	Yes

Diversity & Inclusion							
<25 Year Old (Young Talent)	FTE	-	9%	9%	10%	10%	9%
25 to 39 Year old	FTE	-	34%	38%	36%	36%	36%
40 to 54 Year old	FTE	-	44%	48%	37%	37%	36%
55+ Year old (Mature Personnel)	FTE	-	13%	5%	18%	18%	19%
Number of different ethnic origins		-	55	53	66	66	68
Percentage of woman in the workforce		-	24.9%	25.1%	21.5%	21.5%	22%
Percentage of staff working part-time		-	23.2%	29.3%	23.5%	23.5%	23%

APCOA Germany, Italy, Norway, UK: Social

Social Dashboard	Germany	Italy	Norway	UK
Number of employees (Headcount)	934	301	160	2381.5
Carbon footprint tCO2e per employee	7.41	4.79	2.84	2.97

Diversity & Inclusion				
<25 Year Old (Young Talent)	5%	5%	8%	9%
25 to 39 Year old	29%	23%	33%	40%
40 to 54 Year old	36%	42%	40%	37%
55+ Year old (Mature Personnel)	29%	30%	19%	14%
Number of different ethnic origins (UK is voluntary data)	44	20	21	-
Percentage of woman in the workforce	19%	18%	23%	21%
Percentage of staff working part-time	35%	22%	30%	25%

APCOA Group: Governance

Governance Dashboard	2021	2022	2023	2024	2025
Accreditations (Number of Countries)					
ISO14001 (Environmental)	3	5	6	6	6
ISO27001 (IT Security)	1	3	3	4	4
ISO45001 (Health & Safety)	1	2	3	3	4
ISO5001 (Energy Management Systems)	-	-	-	-	1
EcoVadis Bronze	-	-	-	-	1

Corporate Governance					
Whistleblower Hotline across Group	Yes	Yes	Yes	Yes	Yes
Code of Conduct	No	No	Yes	Yes	Yes
Annual Compliance Training across Group	No	Yes	Yes	Yes	Yes

APCOA

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