

ANNUAL CSR REPORT 2024

**We
Develop
Quality**

Urban liveability



IRO register

We compiled the IRO (Impact, Risk & Opportunity) register using multiple sources, including insights from interviews, business review analysis, sustainability experts and double materiality assessments.

Each individual IRO was scored based on parameters. On completion, we set a threshold to determine the material IROs and, consequently, the sustainability matters to focus on.

Sustainability matters

The five key sustainability matters identified are:

- I Mobility transition and Liveability
- I Energy
- I Digitalisation and innovation
- I Renovation and maintenance
- I Climate change mitigation

For these sustainability matters we are developing policies and roadmaps, together with KPIs (key performance indicators) and targets, performance management and internal controls.

Diversity

Diversity policy and reporting

When selecting new members of the Management Board or other key management positions, we aim to appoint the most suitable person. In this, we consider the balance between relevant experience, theoretical background, gender and age.

At the end of December 2024, the Management Board consisted of four members, two males and two females.

Key management is defined as other formal registered directors within the Group. This group consists of ten persons, eight males and two females, all with permanent employment contracts. The target is to increase the number of females to at least one third by adding another female once a position becomes available and a suitable candidate is found.

Governance

Governance Information, Policies & Codes

We publish Corporate Governance Information and Policies & Codes on our website.

Detailed corporate sustainability information can be found in our Annual CSR Report 2024, see csr2024.q-park.com.