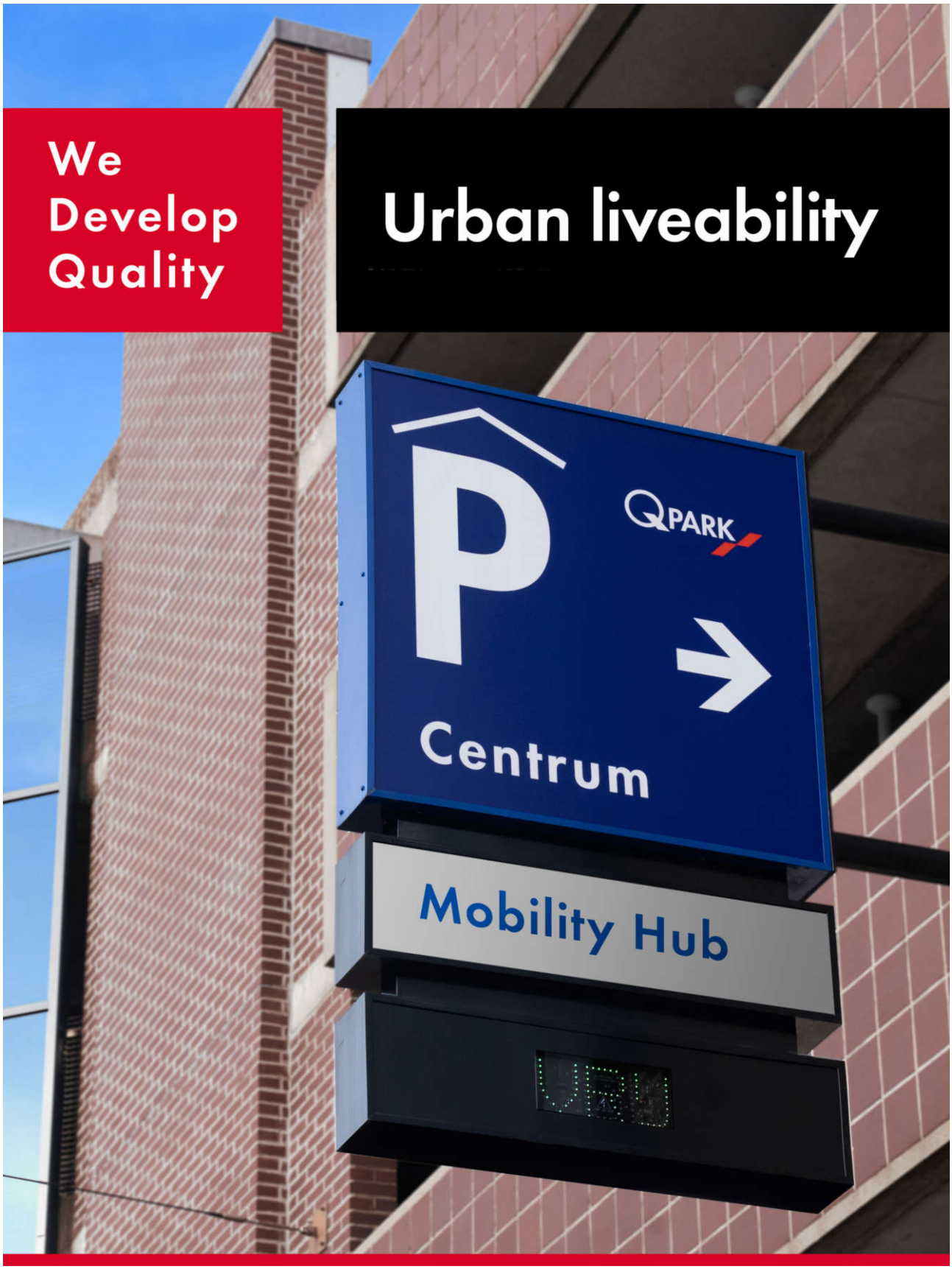
ANNUAL CSR REPORT 2024



QPARK Quality in parking

REVIEW OF SUSTAINABLE DEVELOPMENT

Part 1

Q-Park has always had a strong sense of sustainability and social responsibility and this is embedded in everything we do. We developed our first CSR Strategy more than 15 years ago. From its inception, our CSR Strategy has underpinned major management decisions, new projects and engagements with the communities in which we operate.

CSR Strategic Framework

In 2023 we developed a forward-looking CSR Strategic Framework including a double materiality analysis from which we defined key sustainability matters, our ambition and three focus areas. We refer to this initial start as Part 1.

Our forward-looking CSR Strategic Framework:

- Is based on five guiding principles which:
  - meet the needs of today's society without compromising those of future generations;
  - align with our purpose, vision, ambitions and activities;
  - evolve over time to take us closer to our desired results;
  - engage our stakeholders to share goals and clarify efforts;
  - prioritise our activities that most significantly benefit the environment and society.
- Encompasses actual requirements of the EU Green Deal, the CSRD and the European Sustainable Reporting Standards (ESRS).
- Ensures we are properly prepared to disclose the necessary non-financial information.
- Guides us as we work with partners and stakeholders to contribute to urban liveability.

Focus areas

By integrating our purpose and vision with our double materiality analysis, we have three focus areas with their qualitative ambitions:

- Urban liveability – Supporting urban liveability by reducing GHG emissions, increasing renewable energy consumption, and also smart renovation and maintenance activities.
- Sustainable mobility solutions – Connecting communities with our ecosystem of sustainable mobility solutions.
- Seamless parking services – Enhancing seamless parking with our digital access and payment services.

Part 2

As EFRAG (European Financial Reporting Advisory Group) updated its guidance on double materiality at the end 2023, we revised certain steps of our double materiality process. We refer to this revision as Part 2 of our Double Materiality Assessment (DMA). In Part 2, we developed a Value Chain Map and an Impact, Risk & Opportunity (IRO) register based on EFRAG guidance. Additionally, we determined materiality based on an IRO-level perspective.

Value chain mapping

Part of the assessment in Part 2 was to understand our value chain and how our chosen sustainability matters impact this chain. The exercise gave us a visual representation of our operational landscape, highlighting our operations, and upstream and downstream activities.

IRO register

We compiled the IRO 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:

- Mobility transition and Liveability
- Energy
- Digitalisation and innovation
- Renovation and maintenance
- 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.