

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE



Period covered by your Communication on Progress (COP)

From: 01/02/2021 To: 31/12/2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

[16/05/2022]

Dear stakeholders,

One year after joining the program, I am pleased to confirm that Interparking Group and its subsidiaries reiterate their support for the Ten Principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption.

In this annual progress report, we describe the actions we are taking to continuously improve the integration of the Global Compact and its principles into our company's strategy, culture and daily operations.

As you will see, we have set ambitious goals and are deploying concrete means to achieve them. At the same time, we are also committed to sharing this information with our stakeholders through our main communication channels.

Sincerely,

A handwritten signature in black ink, appearing to be 'R. Cracco', followed by a horizontal line and a series of dots.

*Roland Cracco
Chief Executive Officer*

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Interparking is committed to safeguard the health and safety of employees, officers and agents (“Personnel”). Our company fosters the values of honesty, integrity and professionalism as well as a sense of responsibility. We also apply our values and principles in our relations with our various Suppliers (contractors, sub-contractors, advisers, etc.), and in the choice of our partners.
- In this respect, Interparking has established a **Supplier Code of Conduct** in which it is clearly stated that suppliers shall uphold the human rights of workers and treat them with dignity and respect.

Supplier shall:

- not use or engage in forced labor, slavery or servitude, human trafficking or compulsory labor;
- not engage in any discrimination or harassment, whether based on gender, race, color, religion, ethnicity, social background, age, sexual orientation, national origin, disability, political conviction or any additional legally protected characteristics;
- respect employees’ right to join or not join any lawful organization, including but not limited to trade unions and works councils, and shall comply with all applicable Laws pertaining to freedom of association and collective bargaining.

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

Interparking is an employer which respects equality of opportunity. The company reflects the composition of the Society with its wide variety of cultures, languages, ages, origins and talents. Interparking consciously promotes that diversity. We would not tolerate any form of discrimination, and in particular that based on personal characteristics such as gender, race, religion, political opinions, sexual preferences or physical aptitudes, or any form of harassment.

- Regarding the social aspect, **social initiatives** are held every year with some partners (associations, hospitals, etc.). A special budget is allocated to those kind of actions.
- The **CCT90 salary bonus**, also known as a "non-recurring performance-related bonus", is a way of rewarding teams that have achieved certain **pre-defined collective objectives** (among them training sessions in Compliance/Governance (fraud, bribery, GDPR, information security, etc.).
- To maintain an optimal level of quality, Interparking does not skimp on resources and offers its employees state-of-the-art training. The **parking school** plays a key role in developing talents at Interparking: internal mobility pathways are not uncommon. Students receive a diploma. The cycles of training courses given at Interparking lead to two graduation ceremonies per year.
- Furthermore, other initiatives are taken within the subsidiaries such as in Germany where they promote **early-childhood education** on road-safety and support children with social disadvantages or health impairments. In this context, they work with many organisations and project sponsors, for example, with UNICEF, the foundation Stiftung Kindertraum and the Lions Club Berlin.
- Interparking is also a structural sponsor of School 19, an organization that trains for free non-qualified people in the coding / computer industry.

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

At Interparking, environmental considerations are an integral part of our business practices.

- Since 2015, all Interparking's operations have been certified carbon neutral, in all nine countries in which the Group operates.
- Interparking has linked its several initiatives to the following SDGs : 9 - 10 – 11& 13. The reported initiatives have been developed in direct consultation with stakeholders such as the staff and the cities.
- After having already committed in the past and reached its targets, Interparking has committed in 2022, in partnership with BNP Paribas Fortis, to link its sustainability performance to the terms of financial loan and green IRS. If Interparking improves its sustainability performance, it will receive financial benefits from BNP Paribas.
- Aside from this, Interparking has planted 84 hectares of Mangroves with CO2logic's help.
- Furthermore, Interparking also stated they would increase the number of "'lungs in the city". Media articles are available.
- Regarding the environment, clear objectives are being set such as raising the amount of charging stations (, reducing Interparking's carbon footprint by 30% and improving the energy efficiency (expressed in kWh/parking space).
- Finally, it signed the "20-20-20" from the Chamber of Commerce in Brussels, 2 years ago.

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

Interparking is committed to complying with all anti-corruption Laws that prohibit bribes or other corrupt actions to obtain or retain business or obtain any improper advantage.

- **Fit & Proper Policy** that directors and members of the Management Committee must sign. Any deviation must be reported without delay to the Secretary General of IPK, according to the procedure described in the policy.
- **Internal Conflict of Interest Policy** that covers conflicts of interest (family, functional, proprietary, etc.), corruption, fraud, abuse of authority, insider trading and bribery.
- **Unfair Competition Policy** which establishes a set of basic principles that the company must respect in order to avoid being accused of an agreement or concerted practice, an abuse of a dominant position or an act contrary to honest market practices by which it harms or may harm the professional interests of one or several other companies.
- **Supplier Code of Conduct** where the supplier is asked to confirm in writing its adherence to IPK values by means of a form.
- **Internal Alert System Policy** that ensures good corporate governance and protect the public interest.

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- The Wanrou project, 100% funded by Interparking, saves three tons of CO2 emitted per household supported. They also save 50% on the cost of energy used to prepare meals. As a result, wood consumption per household has fallen by two tons per year per household. The project saves **36,000 trees** per year.
- Offices and employees-related Carbon Footprint : **-12 %** compared with 2020
- Car park : Average of 283 kWh/place in 2021. **-30%** compared to 2014.
- **6.068** tons of CO2 off-set in 2021 (including office and car parks).
- **132** “Lungs of the city” units ordered to filter fine particles in car parks since 2019.
- **1593** spaces dedicated to electrical cars