APCOA UK ESG Goals

ENVIRONMENTAL

- Maintain recycling at 100% of operational bases by the end of 2027.

SOCIAL

- Reduce slips and trips by 5% by December 2027 compared to 2024, among members of the public (customers)
  - 9 slips and trips incidents were recorded in 2025 among customers (48 in 2024)
- Roll out employee slips and trips campaign to 100% of the UK office by the end of 2027
- Target 12% of Young Talent (<25 years old) across UK by Mid 2028
- Target 24% of Women in parking across UK by Mid 2028
- Improve LTIFR by 5% on 2025's target to 3.8 by end of 2026. (3.12 in 2025)
- Improve the percentage of active users on the OneAPCOA app by 5% based on August 2026 baseline (91%) by the end of 2027.

GOVERNANCE

- Target below 36% repeat offenders as a proportion of those who submit data in phishing tests by end 2027.
- 100% of colleagues in management roles (circa 120 FTEs) to receive anticorruption training by end 2027.
- 100% of management teams trained in Code of Conduct by end 2027.

SUSTAINABLE PROCUREMENT

- Maintain that 100% of all suppliers sign the Supplier Code of Conduct by the end of 2027.