

## ESG OBJECTIVES 2025/2026

Empark aspires to remain the benchmark in mobility by offering comprehensive, specialised, and efficient solutions for urban mobility management. Our commitment goes beyond service excellence – we aim to leave a positive legacy in society by promoting environmentally responsible practices, advancing equal opportunities for all employees, and upholding the highest standards of transparency, integrity, and ethical conduct. These guiding principles are the foundation of our Environmental, Social, and Governance (ESG) strategy, which is built around clear, actionable objectives designed to generate long-term value for all stakeholders.

### Key ESG Goals and Actions

#### 1. Workplace Safety and Well-being

Empark actively promotes policies that reduce occupational risks and workplace accidents. We strive to continuously improve working conditions in alignment with the highest international standards for occupational health and safety. A target has been set for 2025 and 2026 to reduce our LTIFR year on year, making sure that it remains below 7.5x, and to continue reporting, analysing and mitigating High-Potential incidents (HIPOs). Also, a campaign is going to be launched so that employee's potential exposure to diesel fumes in underground car parks is measured across all of them by 2028, and preventive measures are implemented according to the results obtained.

#### 2. Environmental Commitment and Net Zero Emissions

The company upholds a robust environmental policy focused on prevention and sustainability. Our long-term Net Zero Emissions Plan (to 2040) exemplifies our commitment to reducing the environmental footprint across all business operations. By the end of 2025 and beginning of 2026, we are going to update our fuel policy so that all fleet vehicles start using HVO biofuels instead of traditional diesel and petrol.

#### 3. Human Capital and Talent Development

At Telpark, we consider human capital as a strategic pillar of our sustainability and a vital source of shared value. Our ESG objectives are clearly defined and actionable to attract, develop, and retain talent fairly encouraging professional growth while cultivating an inclusive, equitable, and committed organisational culture.

We are firmly committed to:

- ✓ Competency-based hiring policies that ensure merit-driven recruitment.
- ✓ Continuous training programs to enhance the knowledge and capabilities of our teams.
- ✓ Development plans that empower individuals to contribute meaningfully to the company's purpose and vision.

We foster a productive and collaborative work environment where diversity, equity, and inclusion are integrated across all levels of the organisation. These commitments are formally adopted and continuously communicated, in alignment with the highest international standards for responsible talent management.

Empark fosters a culture of inclusion through its Global Diversity and Inclusion Strategy and its regularly updated Equality Plan, which includes:

- ✓ Specific objectives, actions, and resources tailored to foster gender and opportunity equity.
- ✓ Defined timelines and structured procedures for monitoring and evaluating progress using key performance indicators.

#### 4. Ethical Governance and Regulatory Compliance

Empark's system of governance is anchored in integrity, transparency, and accountability. We are committed to applying the highest ethical standards in all our operations, with a proactive approach to preventing corruption, bribery, and misconduct.

A compliance committee is conducted biannually to show progress on the initiatives launched and to oversee compliance-related issues.

Our governance objectives are operationalised through the specialised roles of the Data Protection Officer (DPO) and the Compliance Officer, who ensure continuous alignment with legal and ethical obligations:

- ✓ The DPO guarantees strict adherence to data protection regulations (including GDPR), conducts risk assessments, oversees privacy training, and interfaces with regulatory bodies to safeguard the rights of all data subjects involved in our operations.
- ✓ The Compliance Officer manages anti-corruption frameworks, monitors internal compliance processes, and provides secure, confidential channels for whistleblowing.

- ✓ By the end of each year, the Compliance Officer must ensure that all employees have received compliance training, tailored to their role, and have a good understanding of the relevant compliance policies.
- ✓ All policies and procedures relating to Data Protection and Regulatory Compliance must be reviewed, amended and socialised at least annually.

Together, they uphold a governance model that reinforces stakeholder trust, ensures legal conformity, and integrates ESG considerations into the strategic and operational fabric of the company.