

ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) REPORT

Huber Parking UK Limited

1. Introduction

Huber Parking UK Limited is the UK subsidiary of the multi storey car park building company Huber Parking international GmbH. The GmbH is the international representation of the Huber Group, which was founded in 1990 in Germany as Huber Parking Germany GmbH.

The Huber Group has an international and diverse team of around 180 employees from over 22 nations. To-date we have completed approximately 200 projects across Europe, of which over 40 have been in the UK.

Huber Parking UK Limited designs, manufactures, constructs, and maintains multi storey car park facilities. Reflecting modern changes in lifestyles and values, we are increasingly designing and building mobility hubs serving a broader range of demands.

Our ESG Commitment

The construction industry relies on an extensive and highly-integrated supply chain, which starts with the sourcing of raw materials, then the manufacturing of materials, and finally the all-round construction process. Inevitably, this chain has a substantial and global impact on a wide range of stakeholders: statistically, the construction of buildings is responsible for approximately 40% of global energy consumption, 25% of global water usage and 33% of global greenhouse gas emissions.

Not only to remain competitive and compliant with regulations and expectations of clients or investors, but especially from an ethical point of view, ESG considerations are an intrinsic feature of our business model, whereby we strive to mitigate risks, foster innovation, and ensure our long-term viability in a rapidly evolving industry. It is our target to reduce any social and environmental impact our product may have to a minimum, until the day we reach our net zero goal.

2. ESG Policy

In this document, we shall deal with each of the three components of ESG separately: **environmental, social and governance**.

As this is our first report, we will present our current actions and initiatives already undertaken or to be undertaken before focusing on our intended plans and ambitions for the future.

Our methodology is:

1. **Motivation:** We will set out our rationale behind how we plan to measure and set goals for our ESG standards. To do this, we will first prioritise specific areas within each category according to either regulatory demands or customer/investor interests.
2. **Examination:** We will analyse our current measures and weaknesses therein, from which specific areas of improvement can be identified. These targets will be determined by two categories: seeking to maintain current good practices, or, more importantly, seeking to improve current failings.
3. **Timeline:** We will set out a timeline for processes and actions to be undertaken, to ensure that our goals can be realised.

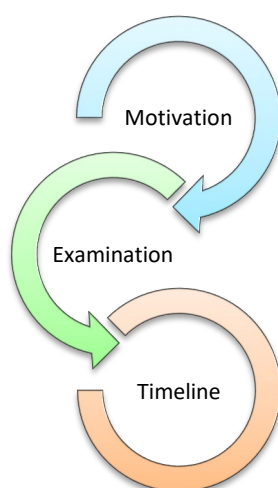


Figure 1: MET Methodology

3. Our understanding of the three specifications within ESG

Understanding the three specifications within ESG is the foundation upon which we can evaluate our overall sustainability, ethical conduct, and long-term viability.



Figure 2: <https://www.marktundmittelstand.de/zukunftsmärkte/hoppla-war-gar-nicht-so-esg-kriterien-wirrwarr>

Environmental

The environmental factor represents the company's commitment towards environmental responsibility and sustainability. Taking a company's products and/or services, supply chain and operations into consideration, this aspect refers to how a company minimises its environmental impact. The company should aim to target different sectors of its business, in order to implement more ethical and sustainable practices. These could include the company aiming to become a net-zero carbon contributor or adopting greener processes and customs.

Social

Focusing on promoting equality and fairness. This aspect covers both how a company interacts with the wider society and how it creates a healthy workplace culture. The company should follow ethical business practices to positively contribute to society. Further, the company should encourage the same ethical standards within its wider network and supply chain. This outlook can range from prioritising employees' welfare (whether full-time, part-time or employed on our sites), providing training for employees, health and safety, ethical sourcing, stakeholder engagement, to contributing to local community projects, as well as adequately protecting customer data.

Governance

This aspect addresses how the company is being run. As well as focusing on the general logistics of running the business, it places particular emphasis on the decision-making and reporting processes. A key part of this is the transparency with which a company operates, especially in regard to its relationship with its stakeholders. For instance, a company should report its financial performances and business plans accurately, as well as ensure its business leaders are accountable for risks and decisions they have made.

3.1 Environmental

We review our Environmental Policy annually to guarantee its continued effectiveness and relevance. In particular, we note our actions in the following areas:

3.1.1. Policies/Certificates

We believe that our policies and certificates are an important means in publicly demonstrating our commitment to environmental standards. As a result of this, we publish our Environmental Policy on

our company website to declare our commitment to its expectations. This policy is updated annually to guarantee its continued relevance. Furthermore, we hold both the ISO 14001 and 45001 Certificates. We are also members of the Ecovadis Sustainability Platform and aim to improve this certificate to gold status.

3.1.2. Carbon Emissions Reduction

We believe that reducing our carbon emissions is an integral part of our commitment to reduce our environmental impact. To determine our specific targets in this regard, we realised that the information we had about our current power usage and carbon dioxide production was limited. As a result, we will install power metres on all future sites, we will measure the logs of our company cars and vans, we will calculate air travel and other, we will obtain more detailed information from our logistics supply chain, as well as our supply chain generally, regarding their carbon emissions and measure the power usage of our headquarters.

Once we have collated this information, we will have a far greater understanding of our current carbon emissions. This will allow us to produce a detailed, realistic and ambitious plan to reduce these emissions. We have set ourselves a provisional target of becoming net zero by 2045, which is broadly in line with industry expectations, but accept that this may have to be amended dependent on the information we gather about our current situation.

Importantly, already now there are some steps we are investigating to begin our journey to net zero emissions. For instance, we plan to introduce 300w solar panels onto all our site offices as part of our efforts to move towards renewable sources of energy. Similarly, we plan to change our company vehicles to universally electric vehicles. We will carbon offset all work-related Huber flights.

3.1.3. Project Designs

Working closely with our architects, our design department will ensure our designs not only reflect our clients' requirements but also enhance decarbonisation. Using the customised one-click Ica software package, we already perform life-cycle assessments and embodied carbon calculations on all designs and are proud that the Huber system consistently proves to be efficient and environmentally friendly, scoring under the official target of 290kg CO₂/m² for each project. However, we realise that this can always be improved upon and our design department, as well as our research and development department must focus on how this can be affected.

Currently, though always dependent on the bespoke specifications of a project, the infrastructure of our facilities include: DALI LED lighting with variable dimming reducing lighting levels and light spillage, EV charging stations, bicycle, e-bike and electrical scooter storage facilities, barrier-free parking, solar panels and power storage.

Moreover, our designs always consider minimal waiting and circulation times for users, in order to reduce carbon emissions throughout a building's use.

Further, of note is that once the lifespan of our buildings has been reached, theoretically 100% of the steel could be recycled and reused. Statistically, 88% would be recycled and 11 % would be reused. We aim to improve this ratio and are working towards a greater re-use ratio.

3.1.4. Construction Process

We consider environmental factors at the earliest stages of our construction process. A bespoke Environmental Management Plan is drafted for each project with reference to both us and our sub-contractors. As part of this, we review the likely environmental impact of the works, applicable legislation and potential mitigation measures to reduce this environmental impact. Site and project managers review these mitigation measures regularly on site for applicability and implementation. To ensure these are adhered to, we maintain KPIs and carry out regular internal and external audits.

Currently, we reduce our environmental impact during the construction process as follows: most of our materials are prefabricated off-site to reduce construction time; site deliveries are loaded as efficiently as possible and delivered just-in-time, often combining supplies from different suppliers, to reduce the number of deliveries needed; logistics are synchronised with the project process to limit waiting times for lorries and deliveries; packaging materials are being re-used (such as timber) and returned to the manufacturer.

To improve upon these measures, we aim to hire more electric plant vehicles for our sites instead of diesel powered vehicles where possible.

All Huber sites are equipped with spill kits to manage and contain accidental spills of hazardous materials, chemicals, or fuels. By having spill kits readily available and ensuring personnel on Huber sites are trained in their use, we can prevent pollutants from contaminating soil and water sources.

Wheel washing systems are installed at construction site entrances to prevent the spread of mud, dirt, and debris onto public roads. They ensure roads are kept clean and minimise the spread of

contaminants. Boot washes serve a similar purpose, allowing construction vehicles and equipment to be cleaned before leaving the site, further preventing pollution.

Our site hoarding not only provides security and privacy for construction projects but also serves as a barrier to prevent dust, debris, and pollutants from escaping the site.

Not exclusively, but specifically during our concreting and power floating works noise barriers, such as sound walls or acoustic fencing, help to contain and reduce process induced noise.

In order to keep the inconvenience to the surrounding community of a project to a minimum, all noisy or disruptive construction activities on Huber sites are restricted to certain working hours in the working week; any works causing noise pollution or other inconvenience will be avoided, or kept to the absolute necessary minimum, on Saturdays or bank holidays. Furthermore, residents will be informed of impending works and possible noise pollution in advance, typically by letter drops. These measures help maintain a balance between project progress and environmental considerations.

We also plan to install water metres on all our sites to better understand our current water usage and hence work out the feasibility of reducing it. Water meters will provide data allowing Huber to identify trends, detect leaks, and manage water resources more effectively. This information will enable us to make informed decisions about water usage, resulting in more efficient water usage.

Managing water run-off also prevents contamination of natural water bodies and natural habitats in proximity.

By incorporating these current measures and technologies, together with the introduction of targeted new measures, Huber aims to protect natural resources, minimise air and noise pollution, enhance safety within and around site, maintain community relations and comply with all relevant regulations.

3.1.5. Supply Chain

To make a significant impact upon our construction methodology, we must make decisive and realistic sustainable choices within our supply chain practices. This will ensure that we can reduce our environmental footprint and demonstrate a commitment to environmental responsibility, aligning with ESG principles.

Currently, communication with our supply chain regarding their, and also our joint environmental practices is one of our main weaknesses in regard to our environmental assessment. As such, we are determined to improve this: we need to be in better communication with our supply chain regarding

their environmental policies, targets and carbon emissions. We plan to obtain more detailed information from our suppliers and sub-contractors regarding their carbon emissions and how they envisage the reduction of these in the future, and we plan to work together with our main supply chain to ensure measures are introduced to reduce any environmental impact.

Examples of such measures are:

- Sustainable sourcing practices; for example, using responsibly harvested timber or recycled steel and environmentally friendly materials, such as low-impact or recycled products, where reasonably practicable.
- Recycling and responsible disposal of materials within our supply chain.
- Consideration of the entire lifecycle of materials, from extraction to disposal.
- Efficient supply chain management to reduce transportation distances, optimise routes, and minimise emissions.
- Implementation of energy-efficient equipment and practices, as well as renewable energy sources.
- Adherence to environmentally responsible supply chain practices, defined by sustainable building certifications, such as LEED (Leadership in Energy and Environmental Design) and BREEAM (Building Research Establishment Environmental Assessment Method), regulations and standards, and stakeholder expectations (clients, investors and increasingly also the public).

Currently, all suppliers submit and adhere to our PQQ requirements, one of which is that their environmental policies are in line with our own.

3.1.6. Waste Reduction and Recycling

As construction processes generate a significant amount of waste, our company policy is to reduce waste through minimal use of raw material, re-use of materials, and efficient waste management. In line with this policy all site teams recycle as much of our construction waste as is possible. Last year, measured over 6 months across 6 sites, we recycled 95% of our waste (110.312t of 116.065t)

Summary

Number of Sites: 6

Total removed:

116.065

Tonnes

Number of reports: 11

Recycled:

95.0430%

110.312t

Figure 3: Summary report of Huber waste management

We aim to continue to improve on this every year until we reach our 100% recycling target. In future, all sites will hire skips and waste disposal from Go Green, who record all recycling data and will give us exact statistics with regards our waste management.

3.1.7. Biosphere Protection

Preserving or enhancing local biodiversity is crucial in protecting natural habitats and ecosystems, as is the maintaining of the ecological balance and health of the surrounding environment during and after construction processes. Our target is not only to support local ecosystems as best we can throughout our construction processes, but also to contribute to the long-term sustainability and resilience of these environments in the face of climate change and environmental challenges.

A significant section of the Huber Environmental Management Plan analyses the local environment, our construction plan, and how we can mitigate risk to the environment. Focus is on how we can minimise any negative impact of the construction activity works on the local biodiversity and, ideally, how we can actively enhance or restore natural habitats. Some examples would be no-build-zones, such as tree protection or habitat protection zones or buffer zones as protective barriers to reduce disturbances to local ecosystems; monitoring and reporting, eg water level or water quality monitoring; education and training of our employees on site regarding ecofriendly practises.

These measures will assist us in minimising long-term damage and reduce disruptions to the ecosystems surrounding our sites. A future ambition is to introduce a company policy of planting trees with every handover; this could be with a relevant charity or directly on site, should this be in line with our clients' vision.

Further targets are to digitalise company administration; for example, we plan to use DocuSign to sign all contracts rather than distribute hardcopies for signature.

3.2. Social

Societal aspects of a company's operations encompass a wide range of factors related to how a company interacts with and impacts society; including its employees, communities, customers, and other stakeholders.

We are very aware of the need to not only foster a healthy and welcoming workplace culture within the company, but also to positively impact the wider society. As such, we particularly note our work in the following areas:

3.2.1. Policies

Several of our policies are vital in ensuring that equality and fairness are the foundations of our workplace culture, as well as our interactions with the wide society. These include our Equality Policy, our Anti-Slavery and Human Trafficking Policy and our Supplier Code of Conduct (all of which can be found on the company website). We believe that publishing these policies online not only allows us to publicly declare our core principles, but also helps create a positive set of expectations in the industry whereby all companies are expected to live up to similar standards.

3.2.2. Community Interaction

Whenever we are contracted to operate a site, we endeavour to get involved with, and benefit, the local community. For instance, most of our skilled and unskilled operatives, as well as apprentices, are hired from local agencies or job centres; where possible we source supplies and materials locally; we interact with local schools/colleges/job centres by delivering career talks, career advice or assisting with interview techniques or CVs; we make donations to local charities; we aim to keep the local community informed of the impending works, either by public meetings or letter drops.

3.2.3. Employee Wellbeing

We aim to foster a supportive and welcoming workplace environment through a variety of initiatives: an extensive onboarding programme with an ongoing mentoring/buddy system, an open door policy, wellbeing courses, a mental health plan, quarterly townhall meetings inviting all employees to participate and make any comments they feel are important (anonymously or publicly), yearly one-to-one PDR meetings to discuss all employees' career path, work-life balance, role and responsibilities.

We also aim to help support and develop our employees' skills and careers wherever possible. All staff receive a series of training sessions focused on a range of areas: not only site-specific training courses,

but also courses ranging from equality, mental health to modern slavery, to ensure we all share the same values and standards.

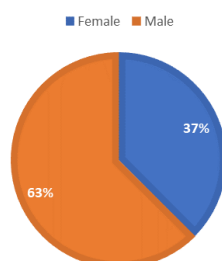
We feel it is essential that employees develop skills and abilities, but also that our company values are communicated effectively. We introduced Skillcast to assist with online training of both bespoke Huber training courses, as well as their compliance courses.

3.2.4. Employment Figures

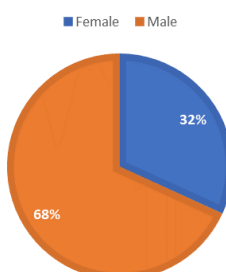
Huber promotes an equal opportunities environment in terms of equality, diversity and fair wages. We have a zero-tolerance policy with regards discrimination, racism and bullying.

Please see below the breakdown of our employees according to gender – HCPS UK Ltd, HCPS international GmbH and Huber Integral Bau GmbH. Although our figures compare positively with those of the wider construction industry, we aim to improve our employment ratio throughout future recruitment; particularly, with regards to our leadership level where a high percentage are male.

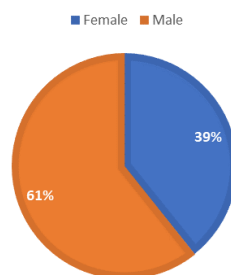
GENDER DIVERSITY IN % - HUBER CAR PARK SYSTEMS UK LTD.



GENDER DIVERSITY IN % - HUBER CAR PARK SYSTEMS INTERNATIONAL GMBH



GENDER DIVERSITY IN % - HUBER INTEGRAL BAU GMBH



3.3. Governance

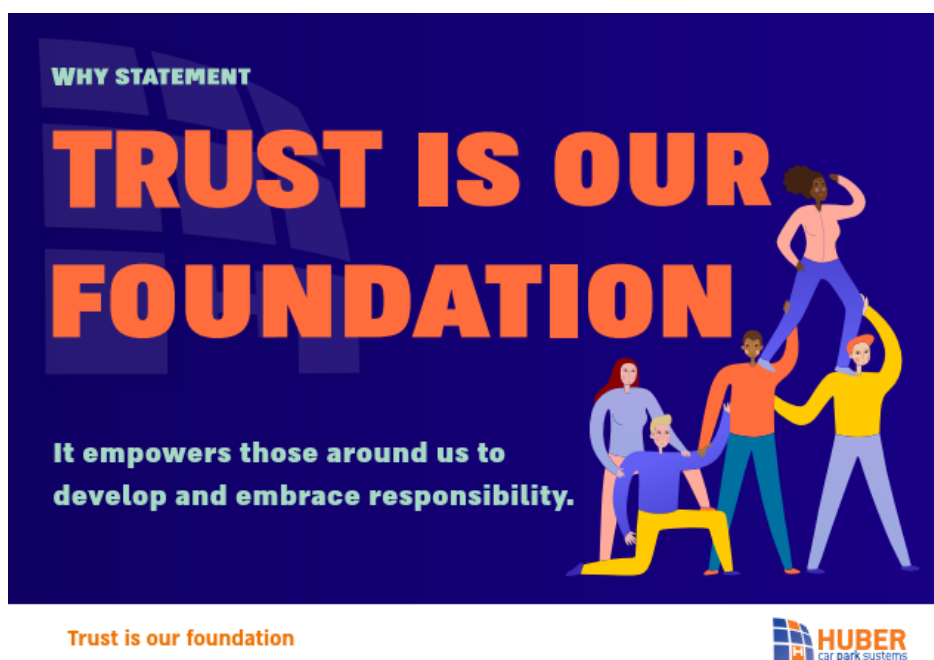


Figure 4: Huber Company Values

We understand that both our environmental and our social standards, as well as the general operations of the company, are dependent on ethical and transparent decision-making throughout the company. It is our intent that the Huber management model is suitably reflected in our stable, solid and ethical reputation, and thus has built a foundation of trust with both our internal and external stakeholders. This foundation allows us to also navigate complex business challenges, whilst aligning our management principles with our ESG principles and aspirations.

In order to achieve successful governance, we focus continuously on the improvement and adherence to internal structures, processes and open and transparent communication by which our company is clearly directed.

3.3.1. Policies

A number of our policies emphasise the central role transparency and ethics occupy in our operating practices. These include our Anti-Bribery and Corruption Policy, our Whistleblowing Policy and our Disciplinary Policy.

More informally, we also operate an open-door policy at all times, encouraging all employees to raise any issues or concerns they have at the earliest possible opportunity with whatever level of seniority is required. We believe this approach also benefits in resolving conflicts and disputes successfully, both internally and with external parties.

3.3.2. Bribery and Corruption

We are very clear and firm about our stance against bribery and corruption of any form. As such, we have implemented a Gifts and Hospitality Register to ensure that there is no ambiguity about gifts between our employees and clients.

Moreover, the majority of our decisions regarding suppliers and sub-contractors are made during our commercial meetings, ensuring complete transparency is upheld by all relevant staff since it is a group decision. We also ensure these meetings are minuted, hence allowing the reasons for these decisions to be automatically archived. Similarly, we have a strict signature policy, determining what document requires which signatures. Any legal document would require 2 signatures by company directors.

3.3.3. Leadership, accountability, reporting

Huber's board of directors and general management possess the necessary and diverse skills and expertise to effectively oversee the company's operations. Huber management is built on trust, professionalism, competence, respect and honesty, which ensures that strategic and other decisions are supported collectively. Consequently, management will always hold themselves accountable to decisions made. Any conflict of interest, should it arise, will be dealt with swiftly by transparent and open communication.

Our financial reporting is open and transparent to all stakeholders.

3.3.4. Awards

We believe that the British Parking Awards we have won in recent years (e.g, 2023: ‘Best New Car Park’ for Stevenage Station MSCP and ‘Best New Hospital Car Park’ for Dorset Hospital MSCP; 2022: ‘Car Park Design Award’ for Watford Riverwell MSCP and 2020: double winner of ‘Special Engineering and the Public Art and Wayfinding Graphics for Wembley PINK Coach and Car Park) demonstrate the efficiency and effectiveness with which we carry out our projects and reflect our pride in all our work.

3.3.5. Continuous Improvement and Company Values

We firmly believe that by embracing our company values, we create a corporate environment which fosters growth, innovation, and success for all:



WE CELEBRATE OUR ACHIEVEMENTS
We make time to celebrate our individual and HUBER's successes together.

As is customary, we invited the client and their guests, all subcontractors and the HUBER project team to the opening event for the project delivery of Wembley. On the day there were speeches, food and drinks and a general exchange of experiences of those involved in the project, a sharing amongst a 'fellowship of warriors'.

One of the guests, the groundworks project manager, came up to me and said: "You know, in all my career, I have not once been to an event like this. I have never once celebrated a successful project..."

It was then it dawned on me, at HUBER, we make time to celebrate our individual and the company's successes together.

Tomer, Managing Director

WE EMBRACE CHALLENGE
We challenge ourselves and others to achieve excellence.

A few years ago, we were presented with a unique opportunity, the area around the Wembley Stadium was undergoing major urban re-development, including many hotels and residential buildings, and for this re-development to go ahead, a new parking facility had to be built.

The developer asked HUBER to design a facility which would meet their unique requirements of accommodating cars, coaches and bus/coaching vehicles in the same building. Once the right design was found, HUBER was asked to price and build the new 'Wembley Pink Coach and Car Park'.

The prospect of building Europe's first multi-storey coach and car park presented a huge opportunity and challenge to us. The complexity and size of the project was far greater than any other project we had previously executed. Across the entire company, all colleagues and departments needed to perform at their best to meet the requirements of this project.

The Pink Car Park was a great success and the company coming out of the project was no longer the same company which went into it. The developer, HUBER is far more structured, efficient and professional. We achieved this by challenging each other and the way we do things.

Markus, Managing Director

WE RESPECT OTHERS
We welcome people for who they are and trust in what they do.

Due to my ethnicity, I had doubts throughout my studies if I would be taken on by major construction companies. I strongly believed it would affect my chances of having a successful career path in the German construction industry.

Fortunately, those fears were proven wrong on the first day I joined HUBER. I soon discovered that there was great pride in the cultural diversity at HUBER: no one was judged by skin colour, sexual orientation or physical appearance, but more by a social ability to fit into the 'HUBER family' and by the skill set you bring with you.

I received a warm welcome with my first step through the office door, and this feeling of being accepted continues to this day.

Dominik, Project Manager

WE SUPPORT EACH OTHER
Where mistakes happen, we solve them together. We do not believe in assigning blame.

After graduating in Germany, I joined HUBER in the UK as a site manager. Upon arrival in England, I started work on site and was thrown straight into the deep end – resulting in many questions, difficulties and uncertainties, which I worried about.

The reinforcement in one section of the car park could not be installed as planned, at the same time concrete was already scheduled and the timeframe was very tight.

I remember thinking "I'm completely on my own, in trouble and don't know how to fix this." However, colleagues soon calmed me down. Together we discussed the dilemma I was facing, we assessed possible solutions and solved the problems step-by-step. This entire process was a team effort and at no time did I feel I was being judged or my opinion wasn't being valued.

Since then, a year has passed, and I have been given the responsibility for my own site. I believe the trust in me and the belief I have in myself is in large part due to the innate HUBER culture of solving problems together: there is no finger-pointing and there are definitely no stupid questions – no matter how often you ask. Ultimately, only every question answered can close knowledge gaps and help you to progress. I particularly like this attitude at HUBER, as problems and mistakes are not treated as something bad, but simply seen as a clear opportunity for improvement.

Rebecca, Site Manager

WE IMPROVE BY LEARNING
We improve by learning from, sharing and reflecting upon our experiences.

Although HUBER's Health & Safety programme always met the minimum requirements, it has gone far beyond these over the last few years due to directors giving H&S a high priority, budgets being amended to allow for more H&S focus, a dedicated H&S manager being appointed and project and site managers upholding strict rules and procedures on site.

The results of the above were tested when the H&S Executive (H&SE) contacted HUBER regarding allegations made to them that we were carrying out unsafe practices on the site of our MSCP project in Portugal. Having detailed the allegations, the H&SE gave us the opportunity to prove them wrong.

Due to the requirements on H&S, all the items raised in the complaint to the H&SE could easily be refuted, it took no more than a day to collect all the evidence required to prove HUBER follows all H&S rules and regulations, has safe working practices in place and has H&S as their #1 priority on site. The H&SE responded back that they were impressed with our evidence and no further action would be taken.

For me this is proof that we, as an organisation, improve by learning and that makes me proud.

Erwin, Health & Safety Manager

WE BELIEVE IN PEOPLE
We believe in people fulfilling their potential.

As soon as I started with HUBER, I was trusted with the company's first venture in Stavanger Airport. At the time, this responsibility pushed me outside my comfort zone. However, from the first moment on site, I felt motivated and ready to rise to the challenge.

Throughout my HUBER journey, I have always been given the opportunity to deal with a wide variety of projects, a prominent clientele and an experienced team internally. Also, I have been entrusted to deal with ever more complex, prestigious and intriguing projects. Not only have I been provided the means and the environment to cope with such projects, but also HUBER assisted me in cultivating a mindset which enabled me to take decisions and initiatives. Ultimately, this encouraged me to create my own career path and style of management which has guided me to each next step in my career.

The trust and belief in me have been key component towards fulfilling my potential. The biggest realisation, however, throughout my development, was that mastering a great skill set or maintaining personal insight, as valuable as they are, cannot be achieved without the company believing in me.

Naoum, Director, Southern Region Projects

Figure 5: Huber Company Values

At the foundation of our commitment to continuous improvement is the core belief that we are a team. We understand that every individual has unique strengths and weaknesses. By supporting each

other, we create a collaborative environment wherein everyone can thrive. When we encounter challenges – corporate / technical / operational / commercial - we don't shy away; we come together, pool our resources, knowledge, and experience to find creative solutions. We realise that challenges are to be embraced as opportunities for growth and innovation. And we also realise that believing in and respecting one another will nurture a culture of trust, empowerment and accountability where every team member is encouraged to take ownership of their work and contribute to our collective success, from management to apprenticeship level.

4. Conclusion

To ensure our work towards the goals outlined in this document is transparently and openly reviewed and adjusted, we have recently elected an ESG Panel (comprising of representatives from our operational team, design team, pre-construction team, administrative team and a board level representative). This Panel will hold quarterly meetings, in which our current ESG performance will be assessed, questioned and if deemed necessary adjusted. Members of the panel will audit sites, assess feasibility of our targets, develop and introduce new measures, and, importantly, commit fully to achieving our ESG targets with ultimate focus on our net zero ambition.

Langley, January 2024



Markus Lauble
Managing Director



Tomer Meirom
Managing Director



Naoum Karikas
Managing Director