

Social Policy Statement

Human rights, fair working conditions, diversity and inclusion

Businesses have an important responsibility to respect human rights and ensure fair working conditions. Equally important is the promotion of diversity, equal opportunities and inclusion (DEI) to create a work environment that recognises and values the different backgrounds, skills and experiences of all employees.

As a developer, owner and operator of parking and mobility infrastructure in Central and South Eastern Europe, Best in Parking has a great social responsibility - and we want to live up to it.

With this statement, Best in Parking creates a common understanding and standard regarding social topics throughout the company as well as in the supply chain. With this declaration, we oblige all employees to behave in accordance with the law and with integrity towards colleagues, contractual partners and third parties. Transparency is important to us, which is why we publish this statement on our website and actively communicate it to all employees.

Confession

A key part of this responsibility is our clear commitment to internationally recognised human rights, fair working conditions and a respectful working environment.

The parent company of Best in Parking AG, Breiteneder Immobilien Parking AG, joined the UN Global Compact in 2024, the world's largest and most important initiative for responsible corporate governance. As a subsidiary of Breiteneder Immobilien Parking AG, this is also a clear public commitment for Best in Parking AG to strengthen our commitment in the environmental area as well as in the areas of human rights, labour standards and anti-corruption.

In order to underline and substantiate the anchoring of human rights, fair working conditions and DEI in the entire business area and in the global supply chains, Best in Parking aligns its business activities with the following internationally recognised standards and guidelines:

- The ten principles of the UN Global Compact,
- the UN Guiding Principles on Business and Human Rights,
- the Universal Declaration of Human Rights (OHCHR),
- the fundamental principles of the International Labour Organization (ILO),
- the OECD Guidelines for Multinational Enterprises,
- the UN Sustainable Development Goals (SDGs).

Best in Parking expects all employees and suppliers to comply with applicable laws and regulations as well as internationally recognized human rights and environmental standards.

Guiding principles

The following key guiding principles regarding human rights and fair working conditions are clarified here.

- **Forced labor and slavery** are not tolerated in our company under any circumstances and we also strictly reject modern forms of slavery or human trafficking. Working at Best in Parking is based exclusively on voluntariness.
- **Child labour** in any form is strictly prohibited, as stipulated in the conventions of the International Labour Organization (ILO), the United Nations and national legislation. New hires are always made in accordance with the respective national laws.

- We do not tolerate **working conditions** that violate national and international laws and regulations. Legal and collective bargaining framework conditions, especially with regard to working hours, rest breaks, overtime and vacations, are an integral part of our employment contracts and promote a healthy work-life balance.
- All employees have **equal opportunities**, regardless of age, gender, origin, disability or other diversity characteristics. New hires are based on neutral and objective criteria of performance and skills. We recognise the diversity of generations as an enrichment and actively promote cooperation between different perspectives.
- No form of discrimination, bullying or harassment is tolerated. We foster a **work environment** that values difference and provides room for personal fulfilment by encouraging everyone to contribute knowledge, experience and skills. In this way, we create a safe and supportive work environment where everyone feels welcome and recognised.
- **Workplace safety and employee health** are a priority at Best in Parking. We attach great importance to compliance with regulations and take preventive measures to promote the health of our employees.

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Johann Breiteneder eh
CEO Best in Parking AG