



THE GLOBAL MOBILITY TRANSITION, DELIVERED LOCALLY

Sustainability report 2024

2024 SUSTAINABILITY REPORT SUMMARY



Our ongoing commitment to Sustainability will **deliver sustainable growth and value for our shareholders, partners, colleagues and the communities where we work**. As our industry continues to transform, Inchcape is proud to play its role in accelerating the mobility transition and building a more sustainable mobility future for all.

Liz Brown: Chief Strategy & Sustainability Officer

Sustainability underpins Accelerate+, driving efficiencies across our value chain and enabling sustainable growth. As mobility remains essential for accessing opportunities, the transition to low-emission transport in a locally responsive way continues to be a key priority. With our diversified global footprint, strategic partnerships, and strong commercial foundations, **we are uniquely positioned to respond with agility and deliver long-term, sustainable value.**



Sustainability and Accelerate+ Strategy (p.13)

Scale

Passenger cars

Adjacent vehicle categories

Optimise

Distribution excellence

Value added services

Our enablers

Culture & capabilities 

Digital, data & analytics 

OEM relationship 

M&A & Integration 

Sustainability

Double Materiality Assessment (p.16)

Materiality

Our materiality assessment, reviewed annually guides the disclosures we make in our sustainability reporting and ensures we're taking action on the issues most important to stakeholders. For our full matrix, please refer to our Sustainability Report.

Planet

- Sustainable mobility
- Circularity
- GHG emissions (direct)
- GHG emissions (indirect)

Places

- Direct community impact
- Road safety
- Shared value systems
- Indirect community impact

People

- Wellbeing
- Health and safety
- Learning and development inclusion
- Diversity and inclusion

Practices

- Cybersecurity
- Responsible governance
- Partners' ESG performance

SUSTAINABILITY FRAMEWORK

The Global Mobility Transition, Delivered Locally (p.11)

Inchcape's role is to accelerate the Mobility Transition in a way that is inclusive and long-lasting, with a commitment to work collaboratively with stakeholders to shape the future of mobility.

Delivering insights

With local data and global expertise, our role is to help close the knowledge gap working alongside OEM partners, policymakers, and customers with data-led insights.

- “Drivers of Change” consumer sentiment study rolled out in **13 markets**, surveyed over **6,000** consumers to gain deeper insights on mobility ownership trends and sentiments towards NEVs. **81% of respondents** in the Americas said a car provides access to better job opportunities.

(p.17) 



Enabling new technologies

We enable the adoption of new energy vehicles by creating the conditions for low-emission technologies to thrive.

- Introduced six new purely BEV/NEVs brands, more than doubled the proportion of Battery Electric Vehicles (BEVs) sold to **2.3%**. BEVs and NEVs sold across **70 %+** of our markets, with **25 OEMs** offering NEV lineup. Reduced emissions **intensity per vehicle by 8% YoY** basis.

(p.21) 



Our key areas of focus

Our Sustainability Framework, has three focus areas: delivering insights, enabling new technologies and providing the most sustainable route to market through our Planet, People, Places and Practices pillars.

The most sustainable route to market

Being a low carbon, people focused, community driven and high-integrity route to market for OEM partners globally. We monitor progress through our four pillars.

(p.27) 

Planet

- Reduced direct emissions by **7.5%** compared to 2023 **and 37.5% overall** since 2019 baseline.
- Scope 3 SBTi target feasibility analysis

People

- 28% female senior leadership and H&S CoE rollout to better Support the transition to NEVs.

Places

- Partnerships to collaborate in Road Safety. 21+ initiatives.

Practices

- Updated Procurement process to incorporate ESG questionnaire.



OUR ACTIONS

An overview of our approach to our material reporting topics, relevant activities, targets, and next steps.

	Activities	Next steps
Planet		
Direct emissions (scope 1 and 2) (p.31)	Minimum requirements rolled out globally for efficiency, electrification, and green energy. 37.5% reduction from 2019 baseline achieved.	Update four key programmes; Continue progress towards our target of 46% emissions reduction (scope 1 and 2) by 2030.
Value chain emissions scope 3 (p.36)	Assessed feasibility of setting an SBTi-aligned scope 3 target, to be re-assessed annually.	Identify areas of control and continuing to act on our value chain emissions through supporting the mobility transition.
Health and safety (p.44)	Strengthened our NEV risk management to support the rollout of new vehicles in markets.	<ul style="list-style-type: none"> Continue strong progress in advancing our health and safety culture and robust management. Feed outcomes from our survey through to global action plans.
People		
Inclusion and diversity (p.43)	Be Heard Survey conducted, with an inclusion score of 82%.	<ul style="list-style-type: none"> Lifecycle surveys to be launched in 2025, deepening insights into colleague experience. Learnings from Be Heard fed through into future I&D initiatives.
Places		
Social inclusion (p.50)	63 targeted initiatives worldwide to expand mobility and skills to under-represented communities.	Scaling our reach, identifying where we can grow our programmes and enhance their impact.
Practices		
Safe Mobility (p.51)	21 safe mobility initiatives delivered to contribute to safer, stronger communities.	Strengthening communications & engagement.
Procurement (p.56)	<ul style="list-style-type: none"> Enhanced Supplier Code of Conduct distributed to all suppliers, supporting social and environmental standards across our supply chain. Mandatory GHG and sustainability questionnaires distributed to suppliers. 	Continued rollout of our central digital system for governing procurement.
Cybersecurity (p.58)	<ul style="list-style-type: none"> Strong cybersecurity maintained across Group, with core processes around supplier onboarding and risk management refined. Group-wide Data Privacy Internal Controls Framework launched, to ensure consistent standards. 	<ul style="list-style-type: none"> Continued strengthening of core processes, including introducing an AI. Governance Framework to ensure responsible AI use.

Quick Links:

GROUP CHIEF EXECUTIVE OFFICER STATEMENT	CHIEF STRATEGY AND SUSTAINABILITY OFFICER STATEMENT	OUR BUSINESS STRATEGY ACCELERATE+ Q&A	STAKEHOLDERS ENGAGEMENT	MOBILITY TRANSITION REGIONAL OUTLOOK
(p.5)	(p.6)	(p.14)	(p.54)	(p.22)

We are committed to open and transparent sustainability reporting. Key documents are available on our website:

- [Our Annual Report, including content on supporting our different stakeholder groups, and our TCFD statement.](#)
- [Our Modern Slavery Statement](#)
- [Sustainability landing page](#)
- [Sustainability Report 2024](#)

ESG Ratings



CDP Score: B



AA: Leader



Disclosure page 35
Annual Report

Sustainalytics: Industry Top Rated and
Region Top Rated. Low ESG Risk

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