

## MATERIALITY

# OUR DOUBLE MATERIALITY ASSESSMENT

### Guiding our actions

As a global business, Inchcape impacts and is impacted by a wide range of potential environmental, social and governance-related issues. Assessing, prioritising and understanding our part to play in these issues is essential in guiding how we address sustainability and provide the most sustainable route to market.

Our materiality assessment, which we review annually, guides the disclosures we make in our sustainability reporting and ensures we're taking action on the issues most important to stakeholders. In 2024, we conducted further engagement with stakeholders to update our assessment to ensure compliance with the European Union's Corporate Sustainability Reporting Directive ("CSRD") regulation, the most comprehensive standard for assessments. For more details on how the materiality assessment was conducted, please refer to our 2023 Sustainability Report.

Stakeholders	How we engage	
<b>OEM partners</b>	<ul style="list-style-type: none"> <li>Top-to-top relationship building with new partners acquired through M&amp;A</li> <li>Regular top-to-top executive management meetings, including sharing of Sustainability Framework</li> </ul>	<ul style="list-style-type: none"> <li>Market-level operational meetings</li> <li>Pan-market brand development meetings</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Daily reporting of customer feedback</li> <li>Day-to-day provision of advice and knowledge to customer and dealer networks</li> </ul>	<ul style="list-style-type: none"> <li>Surveys at market level</li> </ul>
<b>Colleagues</b>	<ul style="list-style-type: none"> <li>Annual communications and engagement plan endorsed by the Executive Team.</li> <li>'Be Heard' colleague experience survey (see page 46)</li> <li>One Inchcape performance management framework</li> </ul>	<ul style="list-style-type: none"> <li>Global and regional leadership and development programmes (see pages 40-42)</li> <li>Colleague engagement forums</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>Regular dialogue at conferences and roadshows, including between shareholders and Inchcape's Board</li> <li>Capital Markets Day, results and webinars</li> </ul>	<ul style="list-style-type: none"> <li>Reporting including Annual Report</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>Market-specific activity co-ordinated by our teams at a local level</li> <li>Group-level support for extraordinary events affecting our market communities</li> </ul>	<ul style="list-style-type: none"> <li>Engagement through local initiatives including partnerships with NGOs (see Places pillar, page 47)</li> </ul>

# MATERIALITY MATRIX

Issues mapped in the top right sections of the matrix are considered material for the purposes of GRI reporting. Please see our appendix on page 62 to see how these are mapped to GRI standards.

