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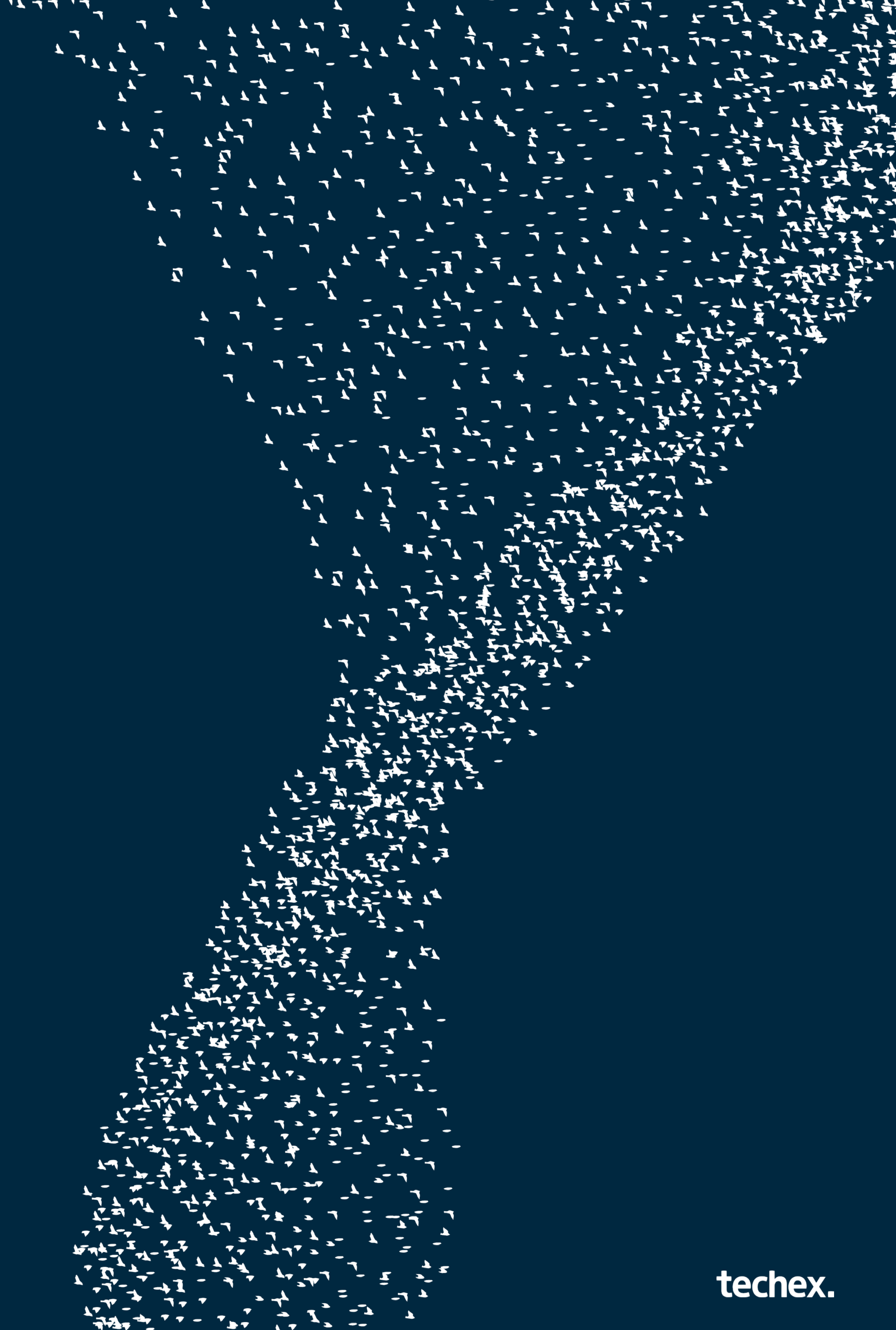
Environment, Social and Governance

Impact Report

2025

Contents



Message from the CEO

Scott Kewley
CEO

Facilitating human connection is what we do. Our work enables our clients to broadcast information and entertainment across the globe, reaching millions of people in real time and bringing people together through shared viewing experiences. As such, we remain committed to fostering positive business practices that not only contribute to a healthier, more sustainable environment but also ensure connection and community continue to flourish.

Now in the third year of our structured, bespoke ESG management programme, we have developed and embedded strategies that are beginning to deliver meaningful progress toward our long-term ambitions. Senior leadership remains steadfast in championing ESG across the company, with this commitment yielding impressive results. Our ESG initiatives are delivering measurable value by driving tendering successes and earning Techex industry-wide recognition. This year, we surpassed our annual GHG emission reduction target of 8%, instead achieving a 35.4% reduction in market-based absolute emissions versus our FY23 base year. Additionally, we launched a new Employee Assistance Programme, maintained our Great Place To Work status and undertook an external policy compliance review across all current policies. We are also extremely proud to have received the highest recognition of ‘Five Leaves’ by the Digital Production Partnership (DPP) Committed to Sustainability programme.

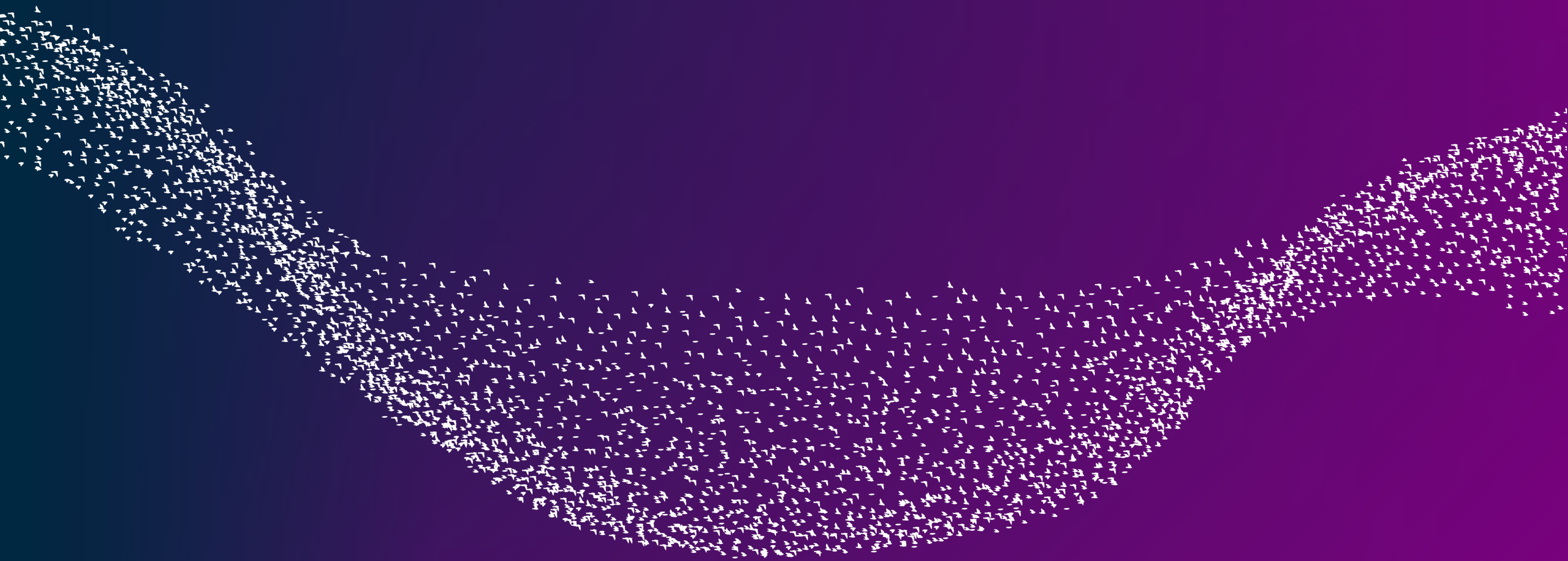
While our ESG focus has already driven successes across the business, we recognise that lasting change takes time. Important work remains ahead, and we are committed to maintaining transparency throughout our reporting. In the pages that follow, we proudly highlight both the achievements and the challenges that have shaped our ESG journey over the past year, with the hope that our genuine passion for continued progress is evident.

We hold memberships with many top industry bodies:

Who we are

Trusted by premier global broadcast and media customers with their most valuable live workflows, Techex transports and transforms the highest value live video, over IP and in the Cloud, often in the most technically challenging environments.

Today's content providers require solutions that deliver reliable, high-quality video whilst optimising cost and operational efficiencies. Techex bridges the gap between the rigour of traditional broadcast and the agility of cloud native infrastructure, empowering broadcasters to scale effortlessly, monetise more effectively and reduce costs, all without compromising on quality. Techex's expertise ensures the safe and secure delivery of high value content, where precision, scalability and flexibility are paramount.



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Corporate Values

Our brand values are integral to everything we do. We truly believe you cannot operate a business at the highest level without behaving in an ethical and corporately responsible manner.

Corporate brand values include:

TRUST

Trust is the foundation of everything we do.

RELIABILITY

When challenges arise, we're prepared, because reliability isn't built in the moment.

INNOVATION

We stay curious, challenge assumptions and constantly seek better ways to solve the problems our industry faces.

ACCOUNTABILITY

We hold ourselves to the highest standards to operate in the best interest of our customers, employees and stakeholders.

INTEGRITY

We favour long-term credibility over short-term wins.

Environment

As a trusted partner to many of the world's leading broadcasters, we take our commitment to delivering innovative, best-in-class solutions and services very seriously. We also believe that conducting our business in a sustainable and responsible manner strengthens our ability to remain an exceptional partner and supplier for many years to come.

Highlights:

Calculated Scope 1, 2 and material Scope 3 GHG emissions for the third year

Continued to maintain a strong strategy for managing packaging and reducing waste whilst shipping equipment

Continued to utilise 100% renewable energy at our Bracknell site

Achieved a 35.4% market-based absolute emissions reduction versus our FY23 base year, significantly exceeding the FY25 target of 8% reduction

Sent 0% of waste generated at our Bracknell office to landfill

Conducted an Employee Commuting Survey for the second year in a row

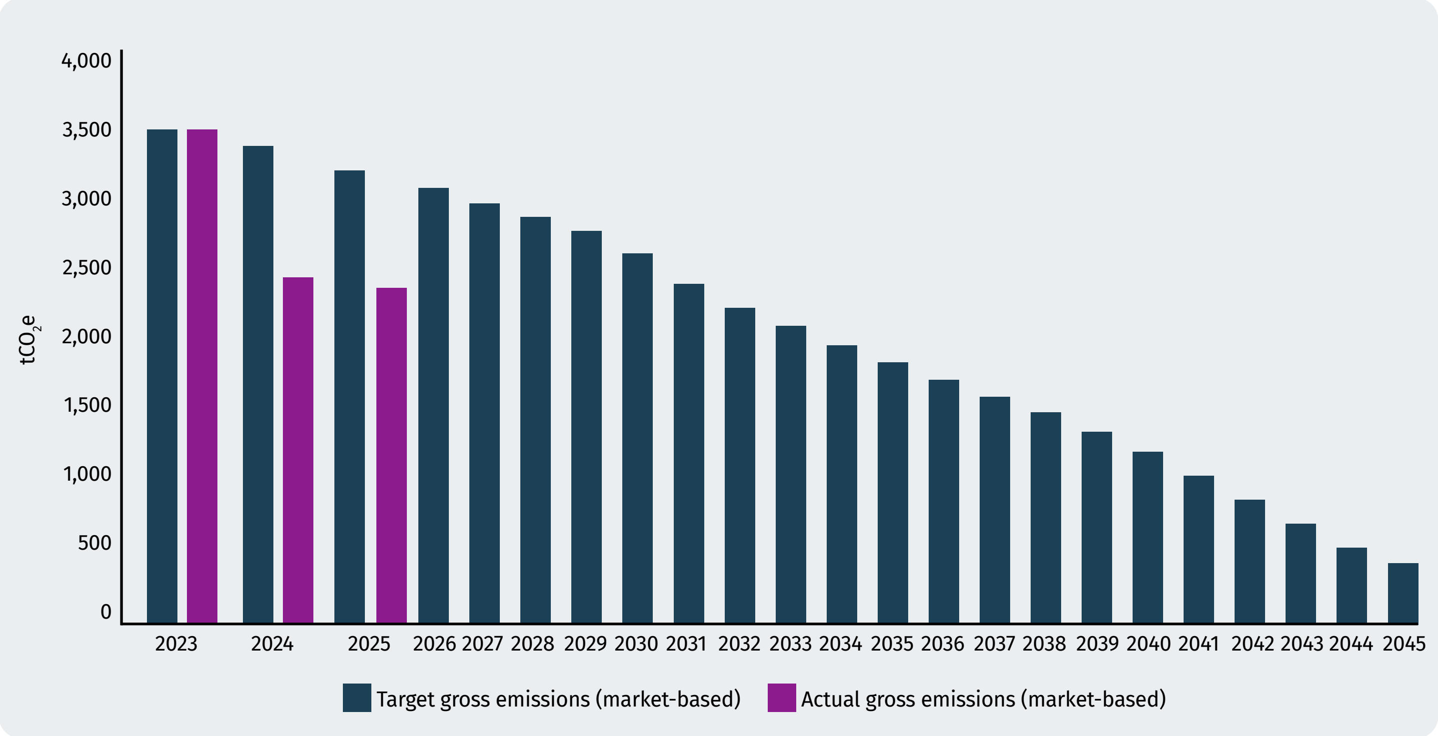
GHG Emissions

We are proud to report that we have surpassed FY25 reduction target of 8%, achieving instead a 35.4% reduction in market-based absolute emissions versus our FY23 base year.

For the past three years, we have focused on driving initiatives that reduce our annual emissions and support our commitment to Net Zero by 31 May 2045, five years earlier than the UK Government's 2050 target. We are pleased to report that, once again, our overall GHG emissions have gone down since last year's reporting.

While our primary focus is on reducing our direct emissions, a substantial share of our carbon footprint falls under Scope 3 emissions (99%). These emissions are more challenging to address in the short term, as they predominantly sit within our supply chain, an area where we have influence but not direct control. However, we will continue to drive reductions in these areas where we can, leveraging our purchasing power and relationships to promote and encourage carbon-reducing practices amongst our supplier partners.

Progress against Glidepath tCO_2e



Partnering with the consulting firm Sustainable Advantage, we have created a detailed carbon reduction plan to target and reduce emissions across each area of the business. This is reviewed and updated annually to ensure the actions remain relevant and impactful.

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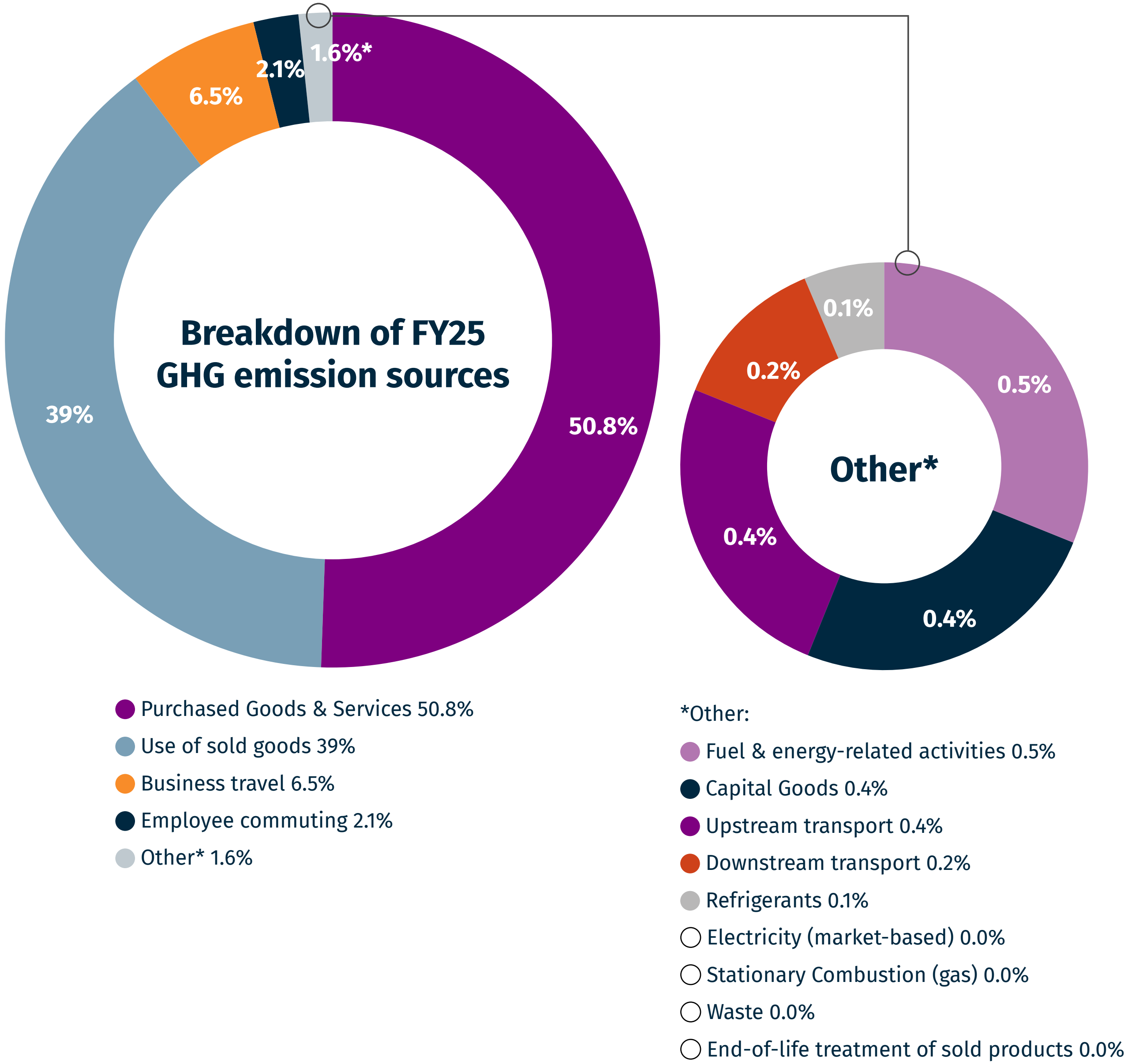
GHG Emissions (continued)

While our overall emissions have decreased over the past year, we have seen a very small increase in our Scope 1 and 2 emissions, and a slight increase in a small number of Scope 3 Categories. These rises were balanced by positive reductions across many of our other Scope 3 categories, which enabled us to achieve an overall 35.4% decrease in market-based absolute emissions versus our FY23 base year.

Reductions across Scope 3 categories from base year of FY23 to FY25 include:

- **61%** reduction in Scope 3 Category 1 Purchased Goods & Services
- **25.3%** reduction in Scope 3 Category 2 Capital Goods
- **57.4%** reduction in Scope 3 Category 4 Upstream Transportation and Distribution
- **67.3%** reduction in Scope 3 Category 12 End-of-Life Treatment of Sold Goods

Our continued downward trajectory in GHG emissions year-on-year reflects our genuine commitment to making our business operations more sustainable. While we understand some years will see better progress than others, we remain committed to calculating and transparently reporting on our emissions annually, holding ourselves accountable for all material GHG emissions.



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Offsetting

While emission reduction remains our primary focus, to help mitigate our immediate impact, we also invest in verified offsetting projects. We have once more offset our Scope 1 and 2 emissions for the past year by investing in projects that support global decarbonisation efforts whilst also creating benefits for local communities:

Energising India

This project supports grid-connected renewable solar energy plants across India. It ensures energy security, diversifies the grid generation mix and promotes sustainable growth in the electricity sector.

Mekong River – Water Purification

This community-focused water purification process in Vietnam involves installing low greenhouse gas-emitting safe drinking water purifiers (SDWPs) to provide clean drinking water to communities. The project aims to reduce wood fuel consumption, lower fossil fuel use and decrease greenhouse gas emissions.

Offsetting Goal:

Next year, our goal is to offset GHG emissions from business travel flights alongside Scope 1 and Scope 2 emissions

Energy

Operating from rented office spaces, we do not have complete control over our energy; however, we aim to do all we can to drive down our impact in this area. 100% of electricity at our Bracknell office is provided via renewable energy sources. We also endeavour to ensure our servers, equipment and behavioural habits are as energy efficient as possible.

Our responsible energy management practices:

- Motion-sensor lighting fitted in our office spaces
- Granular-level energy consumption meter trackers used throughout our Bracknell office building
- Green Champions in place, sharing tips and tricks on managing energy consumption responsibly
- Employee reminders to power down appliances at the end of the day
- All five of our personal racks equipped with PDUs that enable IEC power monitoring and remote power control
- Complete office shut-down between the Christmas and New Year holidays, ensuring all non-essential energy-powered devices are completely turned off during this time
- The use of a more energy-efficient office printer, which has both a lower operational cost and environmental impact

Scope/ Category	Item	Total tCO_2e FY23	Total tCO_2e FY24	Total tCO_2e FY25	% change from base year FY23
SCOPE 2					
Electricity (Location-based)[1]	Purchased electricity, for own use (grid average)	26.56	33.24	37.25	+40.2%
Electricity (Market-based)[2]	Purchased electricity, for own use (specific contract)	0.00	0.04	0.17	-

1 Location-based represents emissions from electricity consumption based on grid average emissions
2 Market-based represents emissions from electricity consumption based on specific energy contracts

100% of electricity at our Bracknell office is provided via renewable energy sources.

- We continue to share information with our team, reminding them what constitutes responsible energy consumption behaviour
- By rewriting critical workflows for efficiency and implementing resource-aware design, we have lowered energy consumption across our cloud and on-premises environments
- Techex developers are considerate of energy-efficient software development and code/workflow efficiency. All our engineers consider energy (power, cooling requirements etc) and lifetime cost in their design

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Energy (continued)

Planned energy monitoring enhancements in the server room

Our office server room contains multiple equipment racks whose energy consumption has been recorded through an internal online monitoring system. However, access to this information was not easily visible or actively monitored. During the reporting period, FY25, we identified this as an opportunity to strengthen both energy management and operational transparency.

As a result, we will be progressing plans to install dedicated display screens within the office to provide real-time visibility of energy consumption for each rack.

This initiative will serve a dual purpose: improving operational risk management and enhancing energy efficiency.

From a risk management perspective, improved monitoring will help reduce the likelihood of power distribution units (PDUs) tripping due to overcurrent, which could result in operational disruption.

From an energy efficiency perspective, increased transparency of power usage is expected to raise staff awareness of consumption levels, enabling earlier identification of unusually high energy use and supporting more informed equipment usage decisions.

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Waste

As an office-based business, waste generated predominantly consists of office-based waste, packaging waste and waste generated at external events, such as conferences.

We maintain strong waste management practices and continue to engage in discussions with our building landlord and waste service providers at our Bracknell office to obtain more granular understanding of our waste data.

Established responsible waste management practices:

- Our Bracknell site operates as a paperless office
- A waste strategy has been implemented for all relevant waste streams
- Various recycling bins have been installed throughout the office and we segregate waste streams, including food waste
- Green Champions promote responsible waste consumption and management habits
- Single-use plastic bottles, cutlery and flatware is discouraged in our office
- WEEE waste is disposed of responsibly
- At conferences, conventions and trade shows, we aim to ensure Techex-branded items are as sustainable as possible and to reuse elements of stand design whenever possible e.g. pods, cabinets etc.

Scope/ Category	Item	Total tCO_2e FY23	Total tCO_2e FY24	Total tCO_2e FY25	% change from base year FY23
SCOPE 3					
Category 5: Waste generated in operations	Waste disposal from operations	0.04	0.07	0.11	+163.4%

ZERO WASTE

0% of waste generated at our Bracknell office is sent to landfill

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Packaging

We recognise that receiving equipment from our technology partners and shipping this equipment to our clients has the potential to generate large amounts of packaging waste. To address this, we've built smarter processes that cut down on packaging wherever possible, helping us to deliver equipment safely, while being mindful of our environmental footprint.

We refrain from using single-use plastic in any of our packaging

Whenever possible, we reuse the original packaging of our technology partners when shipping equipment to our clients

We request that clients renting our equipment retain the original packaging for reuse when returning the equipment

When reuse of original packaging is not feasible, equipment is shipped via eco-friendly solutions, such as reusable pelican cases with custom padding or recyclable brown paper wrapping

Business Travel and Employee Commuting / Homeworking

Business Travel

Scope/ Category	Item	Total tCO_2e FY23	Total tCO_2e FY24	Total tCO_2e FY25	% of FY25 total tCO_2e
SCOPE 3					
Category 6: Business travel	Land and air travel and hotel stays for business purposes (WTW)	35.31	110.04	150.26	325.6%

This year, we have succeeded in collecting business travel data at a more granular level than in previous years, allowing us to more accurately calculate GHG emissions associated with this category.

We continue to encourage employees to conduct meetings online and, when travel is required, choose rail or bus transport over air or personal vehicle use.

Employee Commuting / Homeworking (continued)

Employee Commuting / Homeworking

This year, we once again conducted an Employee Commuting Survey, aiming to gather data pertaining to the frequency with which employees travelled to and from office locations, the distance travelled and the type of vehicle (and fuel) used for travel. We were thrilled when the response rate jumped from 55% in FY24 to 88% for FY25. The improved response rate enabled us to more accurately calculate GHG emissions in the employee commuting category.

The survey also showed us that over 25% of Techex employees commute to work via public transport or by another sustainable mode of transportation such as bicycle, walking or an EV or hybrid vehicle.

In an effort to increase the proportion of employees commuting sustainably, we continue to offer a cycle-to-work scheme and encourage carpooling for off-site company-wide events.

Scope/ Category	Item	Total tCO_2e FY23	Total tCO_2e FY24	Total tCO_2e FY25	% of FY25 total tCO_2e
SCOPE 3					
Category 7: Employee commuting	Employees commuting to and back from work (WTW)	26.54	49.62	34.42	29.7%
Category 7: Employee homeworking	Employees working from home	10.84	14.81	14.37	32.5%

Commuting Survey response rates jumped from 55% in 2024 to 88% in 2025.

Our Bracknell office location has four EV charging ports in place. Our landlord is currently working on increasing the speed of charge at these ports.

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Environment

As we pursue our sustainability agenda, we remain committed to driving internal change. We also recognise that progress varies across initiatives, and some goals require patience and adjusted timelines to be fully realised. As such, we maintain a list of environmental goals and continue to work towards their delivery, with a focus on making progress on each in the year ahead.

Goals for the Coming Year:

Aim to offset GHG emissions from all financial year 2026 business travel flights

Add ESG Policy training to annual refresher training

Ensure 100% of our Procurement Team is trained on our Responsible Sourcing Policy

Undertake a review of how our Tier 1 suppliers monitor and manage their own supply chains, allowing us to gain a deeper understanding of our Tier 2 suppliers

Collect and monitor packaging data in order to understand baseline numbers. Assess packaging baseline data and set targets for packaging reduction, if possible

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Social

Great tech comes from great teams. Our team thrives on common values, a deep commitment to customers and a passion for tackling tough problems. We support one another, spark innovation together and take pride in celebrating every win.

Highlights:

Launched our new Employee Assistance Programme (EAP)

Once more achieved 'Great Place To Work' status

Implemented employee protected characteristic questions within our employee survey

Expanded the number of workspaces available for employees based near our Leeds office

Offered our inaugural leadership development programme to leaders within our Technical Team

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Wellbeing

Ensuring we foster a supportive and pleasant work environment for our people remains a priority for the company. As such, we have implemented a number of wellbeing initiatives over the past year, many of which were championed by our employee-driven Wellbeing and Work-Life Balance groups. Initiatives include:

- Appointing an EAP provider to ensure mental health support access is available to all UK employees
- Sharing information surrounding wellbeing events run by our new EAP provider, Care First, with employees
- Updating our benefits portal to ensure mental health support is easy to find
- Transparently providing updates on company growth and hiring plans to support increased business volumes and evolving skill needs
- Reinforcing shared responsibility for maintaining communal spaces through regular reminders 'it is everyone's job to tidy the kitchen' (The little things can be the biggest bug-bears)

Additional Wellbeing Improvements

- We have expanded the number of workspaces available for employees based near our Leeds office, reflecting our commitment to providing an environment that fosters collaboration and a strong sense of community for our northern workforce. We continue to explore opportunities to enhance engagement both within the office and across the wider local community
- We collect and review employee absenteeism and turnover data on a quarterly basis. While absenteeism and turnover data remain low, we believe it is important to monitor this data to ensure issues are addressed immediately, should they arise
- We have recently changed our HR support provider. We are always looking to work with quality partners, and our new HR provider provides best-in-class administrative services to support future growth

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Case Study

A Deeper Look at Our New EAP: Care First

Over the past 12 months, we actively listened to employee feedback gathered through focus groups, our Great Place To Work survey and one-to-one conversations. A consistent theme that emerged was employee desire for a broader range of wellbeing benefits and mental health support to supplement the services provided through the Group Private Medical Healthcare.

In response, we introduced an additional employee assistance programme (EAP) for our UK employees, complementing the wellbeing benefits already available through our benefits portal. Following a review of several providers, we selected Care First based on the strength of their mental health expertise and the breadth of services offered. Care First is available to provide emotional support and practical advice for both personal and professional issues.

Care First support includes access to online cognitive behavioural therapy (CBT) and short-term structured counselling, something which was not offered previously but employees said they would find beneficial.

This enhancement reflects our ongoing commitment to supporting employee wellbeing and providing accessible, high-quality mental health resources.

App Access

Care First also manages its own mental health and wellbeing app, available to all Care First customers. The app features clinically certified interactive tools and techniques that support users in a variety of ways.

App highlights include:

- Toolkits
- Mood journal
- Visual and audio exercises
- Insights
- Exercise videos
- Lifestyle quizzes

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Employee Engagement

We remain focused on ensuring our office culture is one that prioritises and champions strong communication and mutual respect. By encouraging open dialogue and fostering a sense of community spirit, we endeavour to establish an environment that helps our business operate smoothly and deliver the best service possible to our customers.

We continue to conduct:

- Informal check-ins with employees
- Team and company-wide discussions
- Digitally distributed information campaigns
- Weekly All Hands calls
- Quarterly Town Halls
- Annual employee engagement survey via the Great Place To Work® survey

We also work to build engagement and camaraderie by sponsoring employee-focused social events throughout the year.

This year's social events included:

- Q4 All Hands followed by summer bbq
- New starters celebration
- Halloween
- Top golf
- Monthly team lunch
- Pie day

We also continue to offer the following:

- Monthly company lunch
- Lunch and learns
- Buddy system for new starters
- Social spaces dedicated to down-time during breaks e.g. Wii and foosball table

Communication is the cornerstone of the broadcasting industry, and we believe it is equally essential that it is found within the organisations that drive the industry forward.

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Best Workplaces™ in Tech
Great Place To Work® UK 2025

Employee Engagement (continued)

Great Place To Work survey

We've completed the Great Place to Work® survey again this year and have once more been recognised as a Great Place To Work. In FY25, (GPTW 2024) we achieved an overall score of 86% compared to the 74% we scored in FY24 (GPTW 2023).

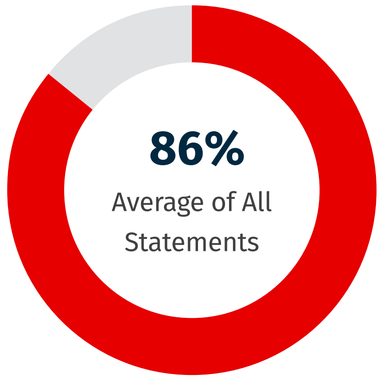
We scored **100%** in the following categories:

- People here are treated fairly regardless of their race
- When you join the company, you are made to feel welcome
- People here are treated fairly regardless of their sexual orientation

We scored **98%** in the following categories:

- People here are treated fairly regardless of their gender
- People here are treated fairly regardless of their age

+12% From previous year



+7% From previous year

We were pleased to find that none of the overall category scores raised cause for concern, with every area performing well on the whole. Still, we know there is always room to grow. Two categories towards which we plan to pay particular focus in the year ahead are Rewards & Benefits and Wellbeing and Worklife Balance. Over the past year, we have worked to update business processes and make improvements within these two areas, particularly with the provision of the new EAP, but recognise that there is more work to be done.

We are in the process of reviewing our Reward and Recognition programme and are assessing how we can improve development and collaboration across the company.

We appreciate the insight the Great Place To Work® survey provides each year, though a few questions don't fully fit our business model. One example is the question surrounding "special and unique" benefits provided by an employer, which doesn't quite reflect how our benefits are designed. As a result, we plan to conduct a short follow-up survey, asking more tailored, business-appropriate questions to help us better understand relevant employee perspectives on the areas of Benefits and Wellbeing & Work-life Balance.

DE&I

Our community is layered, complex and full of different perspectives. These perspectives shape who we are as a business, as well as the exceptional services we provide our customers. Respecting that diversity isn't optional and our status quo is to work to ensure equity and inclusion remain central to everything we do.

Improving our DE&I efforts is not a one-time project but a continuous journey. This year, we took a large step forward within this space by adding DE&I-specific questions to our engagement survey processes.

One of our goals is to collect data on employee protected characteristics and utilise this data to inform a company DE&I policy and strategy. Adding these questions to our anonymous survey and collecting responses has enabled us to get one step closer to achieving our goal.

Questions added to the survey include:

- Do you identify as LGBTQ+?
- Do you have any chronic physical, mental or emotional health problems, illnesses or other disabilities?
- Do you identify as a visible minority?
- Choose one option that best describes your ethnic group or background
- Please state your nationality

All responses to these questions were voluntary. We communicated that this information will help us better understand our community, develop more targeted inclusion initiatives, and ensure appropriate reasonable adjustments and support are in place where needed.

Next Steps:

- Analyse survey responses
- Develop a comprehensive DE&I strategy that clearly outlines:
  - The specific DE&I topics we intend to champion
  - Our approach to addressing each topic
  - A defined timeline for engagement
  - Intended outcomes for each initiative

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Training, Development and Compensation

Leadership Training

Developed and honed over time via internal working groups, this year saw the launch of our newly created leadership development programme. Establishing a training programme to upskill both current and future managers has been a goal of ours for a while, and we are pleased that the programme is now a reality.

Programme includes:

- Detailed leadership programme spanning several months initially offered to select key individuals within the business
- Executive coaching sessions provided to some of our Directors, supporting their development as the company grows

We'll be running the leadership course again in 2026 for key talent across the business.

Training for All

We continue to offer our established range of training and development opportunities for all Techex employees, including:

- Access to LinkedIn Learning
- Lifetime access to AWS (Amazon Web Services) certified solutions – Architect associate and professional courses
- Internal systems training
- Compression and transport training
- Broadcast video training
- Partner (supplier) product training
- Participation in individual and company membership events

In the coming year, we plan to take initial steps to introduce unconscious bias training for employees involved in the recruitment process.

Compensation

Delivering industry-leading services requires more than dedication, it demands exceptional technical knowledge and deep expertise. Our employees bring this rare combination of skills and passion to every project, applying years of experience and specialised training to solve complex challenges and exceed client expectations. When a client places their trust in us, our teams don't simply deliver a service, they craft solutions, anticipate needs and push past expectations to provide exceptional delivery.

We recognise that our people's skills and contributions are business critical and highly specialised, and as such, ensure that our employees are fairly rewarded.

Recognising the value of employee expertise is not only the right thing to do but essential to sustaining excellence across our business. We have committed to benchmarking our compensation rates on a regular basis to ensure we remain competitive with our industry peers.

To complement our training programmes, we're planning to roll out a mentoring programme in FY26 to help:

- Build new and diverse connections as the company grows
- Encourage knowledge-sharing
- Support the development of new skills and capabilities

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Client Engagement

Techex has built long-standing partnerships with many of the world's leading broadcasters and media organisations. Relationships that, in many cases, span more than a decade. These partnerships are anchored in trust, technical excellence and our ability to solve complex live-video challenges with precision and care.

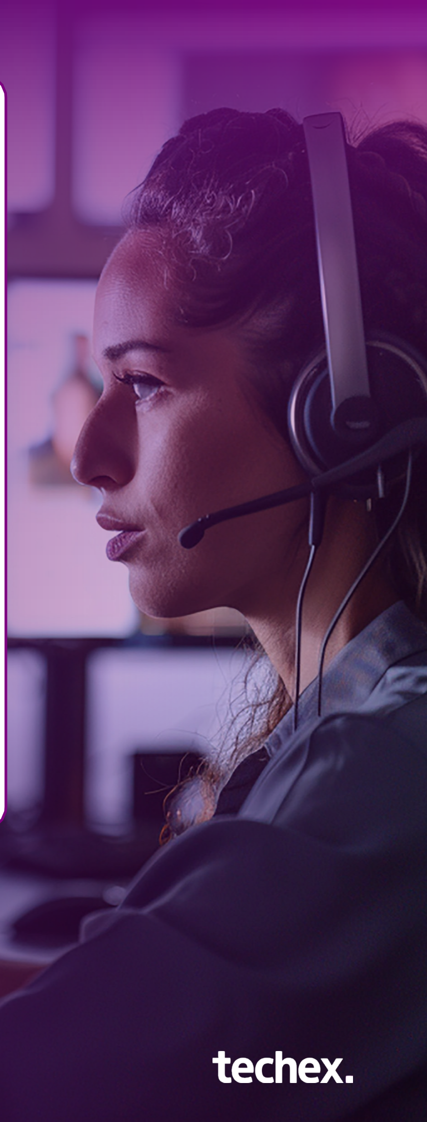
Our software and services are designed to meet the specific needs of Tier-1 media environments, where reliability, security and operational efficiency matter most. We work closely with our customers to design and deliver solutions that integrate seamlessly into their operations, adapting, protecting and transforming high-value live workflows across on-prem, cloud and hybrid infrastructures.

Support at Techex is not a generic hotline; it is an engineering-led, proactive model that reflects the environments in which we operate. Our teams work directly with customers, stay close to their workflows and provide guidance and escalation when it matters.

We act as a strategic partner, not just a vendor, bringing deep IP, cloud and broadcast expertise, a culture of accountability and a commitment to innovation. Whether the challenge is architectural, operational, commercial or time-critical, we work side-by-side with customers to ensure outcomes that are dependable, scalable and future-proof.

Our close relationships with our customers at Engineering and Executive levels have enabled us to implement product features and develop roadmaps for our products that have been recognised in multiple awards.

We are looking to formalise and strengthen this client feedback further by introducing an Executive Advisory Board in FY26 to help shape our strategy. Client selection is currently underway.



ESG Transparency

Our ESG programme is grounded in openness and continuous improvement. We publish our progress publicly, sharing not only our achievements but also the areas where more work is needed. This transparency reflects who we are as a company: accountable, honest and committed to long-term impact.

Our goal is to drive meaningful, measurable progress across our environmental performance, our workplace culture and our governance practices. By sharing our journey openly, we aim to foster trust and encourage collaboration, inviting customers, partners and industry peers to join us in shaping a more sustainable and responsible future for the broadcast and media sector.

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Community Engagement

Sharing our knowledge, skills and time with our community is something we approach with energy and enthusiasm. From volunteering within our local communities, to supporting young people interested in a technical broadcasting career, we continue to explore ways to make a positive impact beyond our day-to-day business operations. While we have always encouraged our employees to participate in community service initiatives, our approach in the past has been a bit unstructured. This year, we have focused on bringing greater direction and purpose to our charitable work to maximise our output. Recent developments include:

- Supporting our Social Committee in actively monitoring local volunteering opportunities and ensuring these opportunities are communicated to Techex employees
- Encouraging ongoing dialogue between our Social Committee and employees to identify volunteering opportunities that can be undertaken not only individually, but as a team, or collectively as a company
- Actively encouraging our employees to utilise their allotted Volunteer days
- Tracking the number of Volunteer days used by employees annually

2025 Community Engagement:

- Annual Christmas Jumper Day fundraising initiative for **Save the Children**
- Charitable fundraising walk from Keswick to Barrow to support **Mind & British Red Cross**

2025 Industry-related Community Engagement:

- **Rise (Women in Broadcast) mentoring programme** – 2025 saw two members of our Senior Leadership team donate their time and expertise
- **SMPTE Young Innovators** – Techex employees assisted with the organisation of events, participated in presentations and served as panellists
- **University student support** – We have continued our involvement with broadcast universities, inspiring young talent to embrace the opportunities and excitement our sector provides. This has included judging final year projects and attending networking events

At Techex, we regularly welcome graduates and placement students into our team. This past year, we were delighted that two of our graduates were recognised for awards.

- Ciaran Ennis

  IABM Young Person of the Year award
- Tim Hudson

  RTS Technology Centre's Young Person of the Year award

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Social

We are proud to report that we achieved each of the social goals we set ourselves in last year's report. To continue momentum on our social impact, we have now reassessed our business practices and established a new set of social targets to work towards for the coming year.

Goals for the Coming Year:

- Continue work to enhance our annual leave offering for UK employees
- Create a formalised DE&I strategy and implement targeted initiatives to promote diversity, equity and inclusion across the business
- Ensure all Techex employees involved in the recruitment process are aware of unconscious bias and ways to avoid this
- Expand our current leadership training programme to a wider group of employees
- Establish a mentoring scheme

Governance

We believe a business can only be successful if built upon a solid foundation of core values and strong corporate governance. Having the right policies and processes in place is integral to operating ethically, fairly and with integrity. We work hard to ensure our operations are firmly upheld by robust governance measures.

Highlights:

Undertook an external policy compliance review of all current policies

Remained aligned with our ESG Management programme

Awarded ‘Five Leaves’ by the Digital Production Partnership (DPP) Committed to Sustainability programme

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Policy

At Techex, our foundation is built on a dynamic framework of policies and practices that reflect our core values. This comprehensive structure not only streamlines how we operate but also empowers our people, demonstrating exactly how Techex delivers on its promises to every member of our team.

Policy Review

We have undertaken an external policy compliance review of all current policies, ensuring processes are in place to meet requirements and support all stakeholders.

Updated Policy Processes

- Moving forwards, our new HR support team will be responsible for conducting annual policy reviews
- Sexual Harassment Policy training has been added to our annual refresher training programme
- We plan to conduct annual refresher training on our ESG Policy
- We have incorporated our Anti-Slavery and Human Trafficking Policy into our new Employee Handbook

Employee Handbook

To ensure all employees are able to easily access and review company policies whenever needed, all policies are currently stored on our company SharePoint.

We are also in the midst of consolidating and reviewing all our policies and publishing them in an Employee Handbook. This Handbook will act as a single-source document, facilitating even easier access to company policies and processes.

ESG Strategy

It has now been three years since we first embarked on our structured ESG management programme. Continuing a coordinated and cumulative approach to ESG management has helped us not only implement an organised strategy but assess and evidence improvement year on year.

Our work isn't about simply meeting requirements, it's about driving meaningful change. We're committed to shaping a future where sustainability and innovation advance the broadcast industry.

Annual ESG Assessment

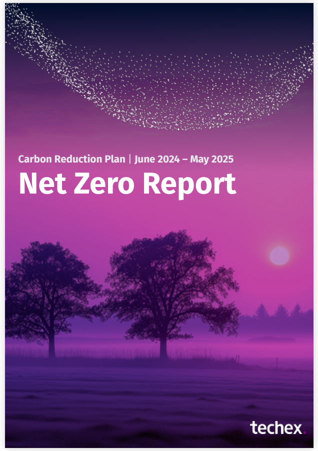
We have completed our third ESG assessment, evaluating our ESG progress against circa 75 critical ESG factors material to our business. From this assessment, our bespoke targets and personalised roadmap have been updated, ready to guide us through the year ahead.

Metrics

We also continue to annually collect data corresponding to a set of ESG metrics. While the assessment process helps us identify annual targets and create a strategy, the metrics collection process helps us illustrate improvement through hard data. It also enables our investors to meet their own reporting requirements.

Every year, our rigorous assessment and metrics data collection processes work in conjunction with our GHG emissions reduction efforts to unlock a clear view of where we stand today and fuel a stronger ESG strategy for the year ahead.

Benefits from ESG



In addition to it being the responsible and ethical thing to do, working on improving ESG throughout the company has led to tangible value.

- Our Net Zero and Impact Report work provides clear data and evidence of our goals, progress and achievements in the ESG space. This reporting has improved our performance within corporate tendering processes

- Additionally, the ESG work we have undertaken has recently enabled us to improve our 'DPP Committed to Sustainability' ranking and achieve the highest sustainability ranking in our industry: 5/5 Leaves. This represent a significant improvement from the 2/5 leaves awarded two years prior, demonstrating the impact of our efforts.

Awards and Memberships

Recipient of 'DPP Committed to Sustainability' – Five Leaves Award

We are incredibly proud to share that we have been awarded 'Five Leaves' by the Digital Production Partnership (DPP) Committed to Sustainability programme, the highest ranking attainable.

The Committed to Sustainability programme is a media industry initiative created to promote environmentally sustainable practices among industry suppliers and content providers.

The programme acts as a self-assessment checklist to help companies assess the strength of their environmental performance. Participating companies use the framework to demonstrate their commitment to environmental stewardship and to align their operations with broader industry sustainability objectives.

Our annual ESG programme has played a central role in helping us reach the highest possible rating. When we were last assessed two years ago, we received a score of two leaves. Since then, we've invested significant effort into strengthening our practices, improving transparency and embedding sustainability across operations. This consistent focus, supported by clear and detailed reporting, has enabled us to achieve the maximum rating this year, reflecting the meaningful progress we've made.

Industry Body Memberships

We continue to maintain memberships with several key industry bodies. These affiliations give us access to valuable trend analysis and sector insights, strengthen our partnerships across the industry and provide ongoing professional development opportunities for our team. They also ensure we have an active voice in shaping the future direction of our industry.

We hold memberships with many top industry bodies:

AMWA · Committed to Sustainability dpp · dpp · Grass Valley · iabm · NABA · RIST Forum · SMPTE · SRT Alliance · SVG · SVG Europe · ZIXI

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Governance

After reassessing current operations and future business plans, we have decided to readjust our governance goals to better align with company strategy.

Goals for the Coming Year:

- Publish key policies on new website
- Incorporate company values into recognition and reward scheme
- Add additional policies to annual refresher training
- Grow the ESG Committee

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Looking Forward

We are incredibly proud of the improvements we have made thus far, while also recognising that there is still more work to be done. We remain committed to assessing and adjusting our strategy annually to promote continued improvement across our ESG efforts. We will continue to work towards achieving our ESG-related goals and look forward to transparently reporting on our progress in next year's report.

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