

Valtech

Global Sustainability, Health and Safety Report 2026

on 2025 calendar year

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Foreword

We live in changing times. Geopolitical sands are shifting. Artificial intelligence (AI) is revolutionising the way we do business, creating new opportunities but also energy demands - a Sustainability tension Valtech is navigating. Consumers have ever-higher expectations that organisations need to strive to satisfy or surpass.

But amidst all this change, we stand firm on one particular topic that means a lot to me personally, to Valtech as a company, and to everyone it affects. And that's fighting climate change. Climate change doesn't care about the whys and wherefores. It only sees global weather patterns becoming more volatile and hard-hitting, average temperatures rising and people being affected with increasingly devastating consequences.

So, despite the ever-changing market in which we operate, we know that we must hold firm on our environmental responsibilities. That means doing everything we can to become a more sustainable company - including engaging with our whole ecosystem of employees, clients, suppliers, partners and with nature itself.

We are proud of much of what we have achieved in the past year, particularly on our Scope 3 emissions where we have seen a 21% reduction per employee compared with our 2024 performance.

However, we recognise that we have seen a 27% uptick in Scope 1 and 2 emissions from 2024. It's worth contextualising this briefly. Firstly, Scope 1 and 2 emissions comprise just 6% of our total footprint. Secondly, despite the increase in 2025, we are still below our reduction pathway for 2030 and 2040. We will be keeping a watchful eye on our office emissions over the next year and ensuring we implement the right measures to bring these back down again.

Year-on-year, I continue to be inspired by the tenacity and passion of our Valtech Sustainability Champions' community – led by our Global Sustainability Team, they are the lifeblood of our Sustainability strategy. They have the commitment and influence to mobilise our colleagues to take the sustainable action we need. That's so important in a company like ours, where most of our environmental impact is in some way linked to our people and the decisions we make. You will read about many examples of that through the course of this report.

As ever, we are keeping our sleeves rolled up, because we all have a lot more to do. But for now, I'm pleased to share our progress with you – and to take a moment to reflect on some small wins for our planet along the way.



Jakob Vasehus

Valtech Group Chief Operating Officer



Hello

Sustainability at Valtech is not just a department. It's a discipline that runs through how we design, how we build, how we advise our clients and how we run our own operations.

This report is our account of that discipline in action over the past year: what we set out to do, what we achieved, where we fell short, and what we're doing about it.

There's a tension that runs in corporate Sustainability teams that's not often spoken about publicly, but which you will probably unearth within five minutes of talking to anyone who works in this field. And I want to surface that here. It's the dichotomy between high-quality data, reporting and certifications – and taking real action which truly makes an impact.

Striking the right balance here is one of the biggest challenges we have in Sustainability, day-to-day. And that's why, this year, I'm excited to say that we are building our own Sustainability management platform, with the help of our talented data and development teams.

The aim is for this platform to transform the way we gather, calculate, visualise, project and report on Sustainability data – freeing up more of our time to focus on the initiatives that directly impact climate change, natural resource and nature conservation.

Our COO Jakob Vasehus has already mentioned AI – another 'sustainable tension'. As a company at the sharp end of AI adoption, this is firmly on our radar. Of course we already account for AI usage in our emissions inventory, but we are striving to increase the accuracy and specificity of this reporting in particular. This can be challenging as data is not always forthcoming from providers; but it is an ongoing priority.

We are also educating our people on AI's environmental impacts and how to use AI responsibly through training courses and other materials, ensuring that we are embracing the efficiencies and innovation AI brings with an environmentally and socially conscious mindset.

We have structured this report around our four core environmental themes: Emissions Reduction, Water Conservation, Waste Minimisation and Biodiversity Enhancement. As a people-centric digital services organisation, we have identified that emissions are our biggest environmental impact. You will therefore find our Emissions Reduction section to be the most comprehensive, since this is where we focus the lion's share of our effort in Sustainability. This sets out our targets, our progress and insights into that progress. The subsequent sections on Water, Waste and Biodiversity are more challenging to measure for Valtech, which has a 100% leased office estate. Where possible, we have provided data but we have also shared some interesting case studies for each theme.

In addition, we have shared crucial information on our Sustainability Strategy throughout this report. That includes information on our governance, communications and our alignment to the UN Sustainable Development Goals (SDGs).



Finally, we have shared key Health and Safety metrics to give a holistic view of our Health, Safety and Environmental progress to date.

We have tried to make this report honest rather than polished. Sustainability reporting only earns trust when it includes the numbers that went the wrong way, not just the ones that went well – and you'll find both in the pages that follow.

Where we've made progress, we explain what drove it.

Where we've not performed so strongly, we explain why, and what we're changing.

None of this happens without people. Behind every metric in this report is a decision made by a colleague, a client conversation, a supplier relationship, a piece of code. That's why so much of our work this year is focussing on giving our people – particularly our Sustainability Champions' community – the tools, information and mandate to make better decisions where it counts.

As climate change continues apace, we are increasingly aware that not only do we need to redouble our efforts to reduce our own impacts – particularly on emissions – but also that adaptation is becoming even more important. Our Sustainability risk analysis process, which we share details on in this report, is an area we will be paying even more attention to in the coming years, so we can anticipate potential adverse impacts on our business and people; and seek to mitigate these wherever possible.

We don't see this report as a finished statement. It's a checkpoint. The climate and environmental challenges we are responding to are moving faster than any single year's report can capture, and our approach has to keep pace.

What follows is where we are right now, measured as rigorously as we know how to – and keeping a laser focus on where we still need to go.



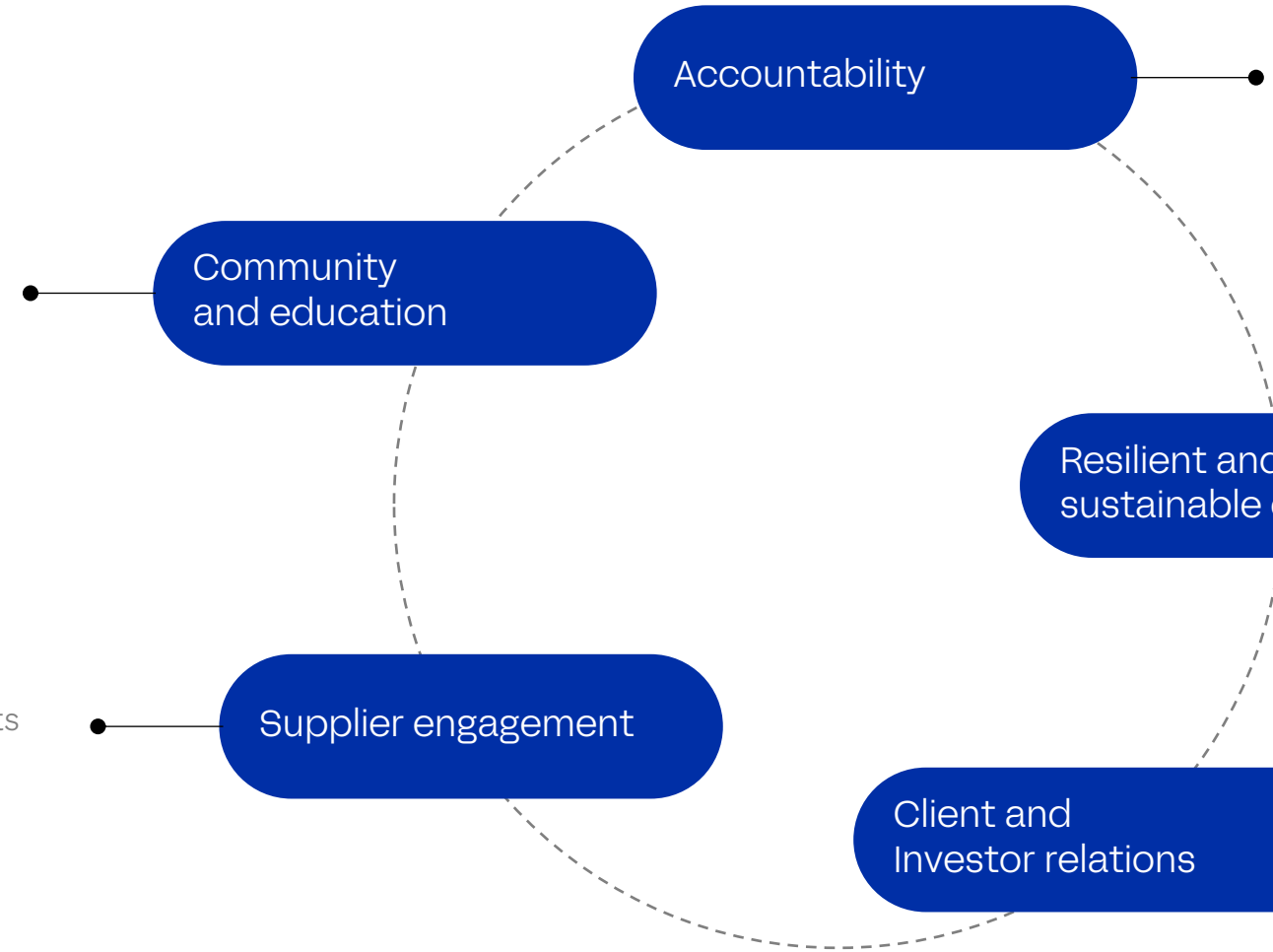
Kirstin Howard

Valtech Group VP Sustainability



SECTION A: SUSTAINABILITY

Our Sustainability strategy: five strategic branches



We track our sustainability progress and share it publicly. We report on what matters

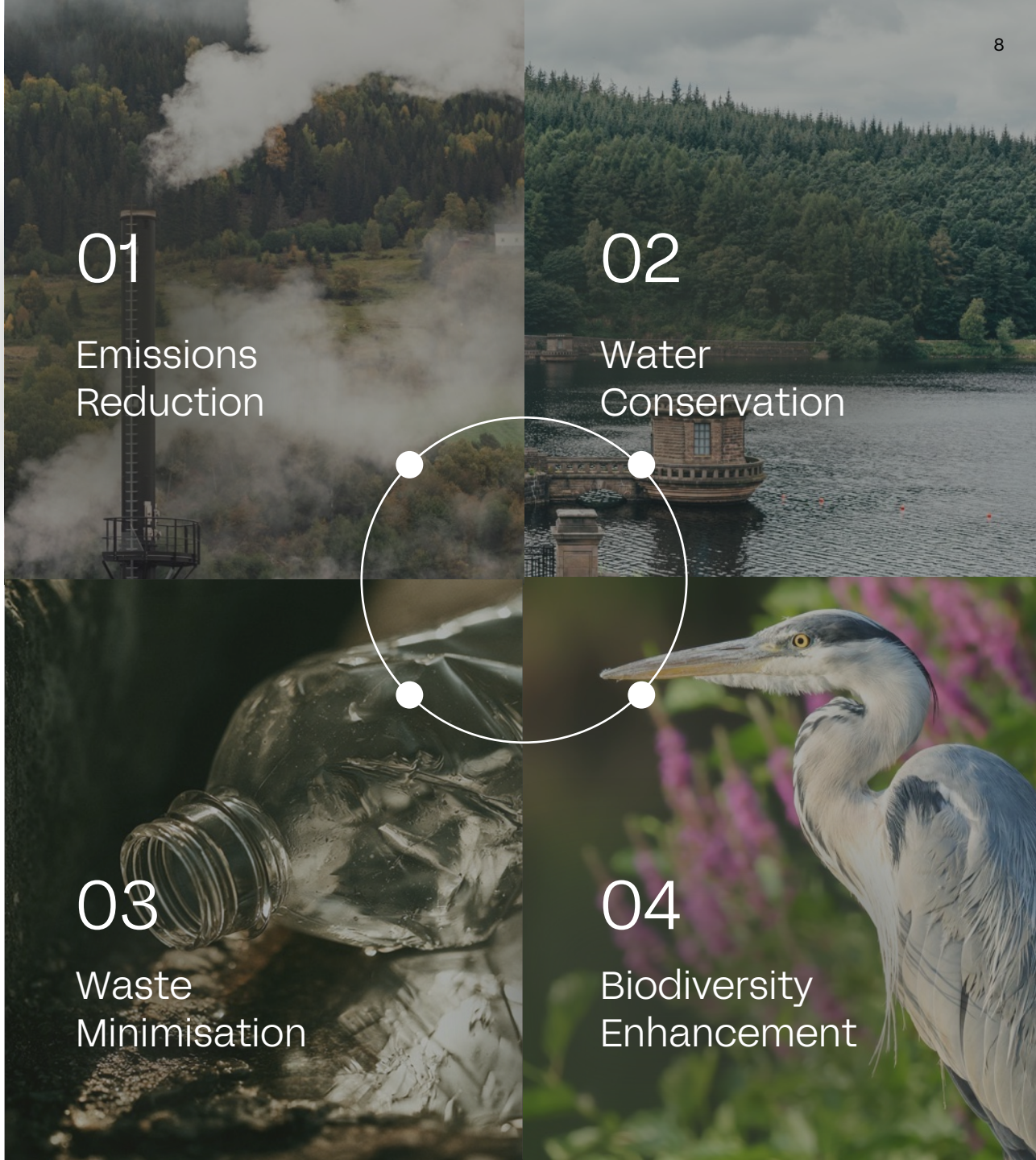
We amplify our efforts through our Sustainability Champions' network

We focus on efficient, low-impact operations today while building resilience against tomorrow's climate risks

We aim to embed greener practices and commitments across our supplier base

We engage with our external network on what counts for them, supporting our core business

4 environmental themes





Our Sustainability certifications, disclosures and affiliations

GLOBAL

- SBTi-validated Near-term (2030) and Net-zero (2040) emissions reduction targets across Scopes 1, 2 and 3
- Annual CDP disclosures
- Annual EcoVadis disclosures – globally for the first time in 2026 (previously on local level)
- Signatory and active member of The Climate Pledge

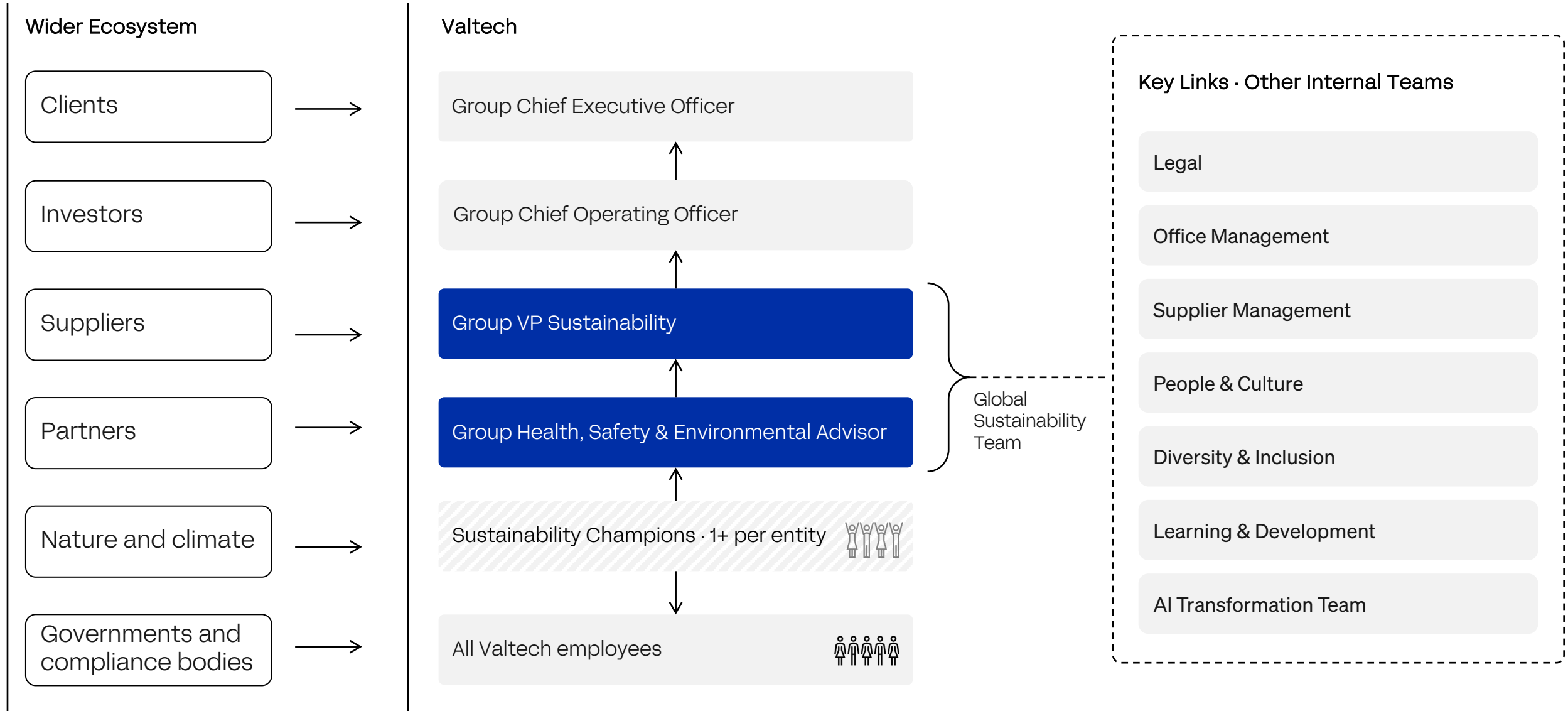
LOCAL

- Annual UK Carbon Reduction Plan published
- Annual UK Streamlined Energy and Carbon Reporting (SECR)



Sustainability governance

Our Sustainability stakeholder ecosystem



Our management of Sustainability risks, opportunities, dependencies and impacts

Approach

As a global digital services business, our environmental risk profile is distinctive. We do not own our buildings or run factories, but we depend on our people; on reliable connectivity; on the data centres that power the solutions we build; and on the natural systems - clean water, clean air, a stable climate - that underpin all of these.

We also need to influence our value chain positively: ensuring our suppliers and partners operate in an environmentally responsible way, while advising our clients on their own impacts and embedding sustainable delivery methods and solutions wherever possible.

To manage this picture in a structured and honest way, we maintain a register of our environmental risks, opportunities, dependencies and impacts.

How we manage this

We look at our environmental profile through four connected lenses. Risks capture where climate change, water stress, energy, waste and regulation could affect our people, our operations, our costs or our revenue. Opportunities capture where resource efficiency, low-carbon products and services, or client demand for sustainable solutions could reduce costs, open new markets or strengthen our reputation. Dependencies make explicit what our business relies on from the natural world; and impacts record the effect our own activities have on the environment. As these rarely occur in isolation, we also map the interconnections between them, so that a single driver - a water-stressed region, an emerging regulation, a shift in technology - can be understood across all four dimensions at once.

Each entry in the register is assessed consistently. We record where in our value chain and in which geographies the issue arises, the time horizon over which it is likely to become material (short, medium or long term), its likelihood and potential magnitude. Where we are able to, we calculate an estimate of the financial effect across those horizons. Crucially, every entry is paired with a mitigation response: the action we are taking or plan to take, the teams responsible, and where relevant, the cost of that response. The register is reviewed and refreshed at least annually.

Ownership sits with our Global Sustainability Team, working alongside our Legal, Finance, Risk, Health and Safety, People and Culture functions; regional and country leadership; and our worldwide network of Sustainability Champions. Environmental performance is also reflected in the objectives of senior leaders, helping ensure that management of these issues is embedded in how the business is run rather than treated as a standalone exercise.

Understanding our physical exposure

Since so much of our resilience depends on our people and our offices, we analyse physical climate exposure at the location level.

Using recognised tools and datasets, we screen our office estate for water availability stress, flood risk and biodiversity sensitivity, and we identify priority locations that warrant closer attention and contingency planning – for example, water-stressed and flood-exposed regions where a proportion of our people are based.

This is complemented by information gathered through our entity and people teams on the real-world effects of extreme weather each year, which keeps our assessment grounded in lived experience and actual business impacts rather than models alone.

Scenario analysis

To test our resilience against a range of plausible futures, we use climate scenario analysis spanning three pathways across 2030 and 2050 time horizons:

1. A Paris Agreement-aligned, lower-warming world (+1.5°C or below)
2. A +2.5-2.9°C world
3. A higher-warming world (+4°C or higher)

This covers physical risks such as extreme weather, flooding, heat and water stress affecting our people and locations; and transition risks such as emerging disclosure regulation, carbon pricing and shifting client expectations.

We benchmark our approach against peers in our sector to sharpen our thinking and identify improvements.

Turning insight into action

The register is only useful if it drives change. Insights from it feed directly into how we respond: business continuity planning focussed first on employee welfare; an office selection process that screens for flood and climate risk before we commit to a location; investment in renewable energy and resource efficiency, including rooftop solar and rainwater harvesting at key sites; sustainable procurement that requires our major suppliers to disclose their emissions, targets and other environmental information; and the promotion of greener software, AI and design practices so that we can help reduce both our own and our clients' digital emissions. These sit alongside our wider Sustainability initiatives and science-based emissions targets.

What we report on

This register underpins our environmental disclosure. It aligns with the methodology of our CDP submission, through which we report on our climate and water-related risks and opportunities, our scenario analysis, financial impacts and our emissions performance.

It also forms part of our preparation for evolving reporting requirements, ensuring we are well placed to disclose transparently and to demonstrate genuine progress over time.

Where figures are estimates, we treat them as such, and we continue to strengthen the underlying data year-on-year.

Top Sustainability Risks

We have disclosed our top two Sustainability risks based on detailed analysis we have carried out across a range of parameters.

We have calculated these to be our ‘top two’ risks owing to their potential impact on our business and likelihood of occurrence.

01: Client demands

There is a risk that Valtech may be unable to meet the Sustainability requirements and procurement criteria of existing and prospective clients if we do not maintain robust environmental performance, reporting and assurance processes across our global operations.

As Sustainability credentials become an increasingly important factor in supplier selection, contract renewal and preferred supplier status, failure to demonstrate credible environmental performance through mechanisms such as CDP, EcoVadis, Science Based Targets and consistent Sustainability reporting could result in lost business opportunities, exclusion from procurement processes and reduced competitiveness in key markets.

This is particularly true for clients based in the EU, where supply chain due diligence obligations under the Corporate Sustainability Reporting Directive (CSRD) are driving greater scrutiny of supplier environmental performance, as well as for clients that have set their own science-based targets and expect their supply chain to support them.

→ Mitigation strategy

As more of our clients become subject to their own Sustainability requirements, and as procurement teams place greater weight on scores such as CDP and EcoVadis, maintaining robust, consistent environmental data and credentials across our global operations matters more than ever. Given Valtech's multi-entity, international structure, we focus on consolidating our environmental data and reporting consistently to meet the expectations of our clients. To support this, Valtech has a dedicated Global Sustainability Team with Executive Committee oversight, an annual Sustainability budget, and access to external expertise where required.

We have SBTi-validated Near-Term (2030) and Net-Zero (2040) targets, submit annual CDP disclosures, and continue to expand our environmental credentials through initiatives such as The Climate Pledge. We are investing in technology to strengthen data quality and reporting, including our internal Sustainability Management Platform, which will facilitate emissions data collection and reporting across our global operations, reducing reliance on manual consolidation and improving consistency and auditability. We also continue to invest in emissions reduction initiatives, including renewable electricity procurement, office consolidation, supplier Sustainability engagement and Sustainability training.

Top Sustainability Risks

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02: Extreme weather events

There is a risk that the increasing frequency and severity of extreme weather events could negatively impact Valtech's operational resilience and business continuity. This could result in reduced productivity, delayed project delivery, increased operating costs and potential loss of revenue. Given that the majority of Valtech's revenue is dependent on the availability and productivity of our people, even short-term disruption to employee access, office facilities, critical infrastructure or client delivery environments could result in lost billable hours, project delays and reduced revenue recognition. Failure to maintain effective resilience and continuity measures could impair our ability to meet contractual commitments and client expectations during prolonged weather-related disruptions.

As a global digital consultancy, Valtech's operating model is largely asset-light, with our physical footprint limited mainly to leased office space rather than owned infrastructure. Even so, we recognise that extreme weather events – including flooding, storms, heatwaves and wildfires – are a growing consideration for business continuity, affecting both our office locations and colleagues working remotely.

→ Mitigation strategy



In regions prone to flooding or severe storms, extreme weather can lead to temporary office closures. Given the global nature of our project teams, whose members often span multiple time zones, we plan for this possibility to help ensure continuity of client delivery and internal collaboration.



Wildfires are increasingly prevalent in several regions in which we operate, and in which our people live. This carries the potential for office closures, air quality-related health and safety measures, and disruption to travel and commuting during active fire events. We assess wildfire risk across our global office portfolio and incorporate findings into business continuity planning. Our distributed operating model enables work to be reallocated during wildfire-related disruptions, while local health and safety measures help protect employees during poor air-quality events.



As extreme heat events become more frequent, we are cognisant of the impact on employee wellbeing and productivity. We also monitor the resilience of the third party cloud and hosting infrastructure that underpins our digital service delivery to clients.

A special note on AI x Sustainability: navigating a complex intersection

We believe in being transparent about our use of AI. In preparing this report, we have used AI to support copy editing and fact checking. We have avoided generating new images for this report; where AI-generated imagery appears, it has been reused from other reports and content produced by Valtech, and we have marked it as such.

We recognise that AI and Sustainability sit at an uneasy intersection. The environmental cost of AI, and how organisations account for it accurately, are questions many of us are grappling with – and ones we take seriously. At the same time, AI is transforming the way we do business. It has become an intrinsic part of our modus operandi internally as well as externally in the work we do for our clients, as a digitally-focussed company.

During 2026, we have developed a suite of initiatives to begin addressing key questions often raised by our employees. For example: how environmentally intensive is AI in practice? How do we account for our AI usage within our own emissions footprint? How do we use AI in the most environmentally considerate way possible?

Of course, in accordance with the Greenhouse Gas (GHG) Protocol, Valtech accounts for the emissions we generate directly, and those resulting from products or services we purchase.

This is the same for AI as it is for any other digital services we procure such as platform subscriptions or licences. As such, where Valtech consumes tokens or purchases AI licences, the associated emissions are included in our Scope 3 footprint under Purchased Goods and Services. The use of non-paid AI tools is not included in Valtech's emissions footprint.

We do not purchase or control these services, nor do we have access to auditable usage or emissions information. In line with the GHG Protocol, these impacts sit with the AI providers and their paying customers; and including them would risk double counting. Any AI solutions developed for our clients fall within their own emissions boundaries, and should be included in their emissions inventories.

We recognise that our thinking and approach will continue to evolve alongside the technology itself, and we are committed to keeping pace. The following page illustrates the initiatives we have developed and launched in 2026.



A special note on AI x Sustainability: our key initiatives



AI x Sustainability Training

We launched our AI x Sustainability training module on our Valtech Academy training platform in 2026.

Designed for all employees regardless of role, the module takes approximately 60 minutes to complete, including a short quiz, and educates employees on the environmental impacts of AI as well as providing a practical toolkit on how to minimise them.



AI x Sustainability FAQs

We created a set of frequently asked questions on AI and Sustainability, providing accessible answers to common questions on this topic.

These are available to all employees on our internal AI Sharepoint.



AI x Sustainability Working Group

Given how rapidly AI continues to develop, we have established an AI x Sustainability Working Group to monitor emerging developments, refine our thinking, and produce practical resources for the organisation.

The group welcomes contributions across a range of areas, including communications, training, policy development and research.



01: EMISSIONS REDUCTION

Emissions Reduction: introduction

As a global digital consultancy, Valtech's environmental footprint is shaped less by factories or fleets, and more by the choices all of our employees make, every day. These choices encompass the offices we occupy and how we heat and power them, the way we work and travel, and the goods and services we buy. It's this profile – typical of a people-centric, asset-light business – that makes emissions our single biggest environmental impact, and therefore the area where we focus the greatest share of our Sustainability effort.

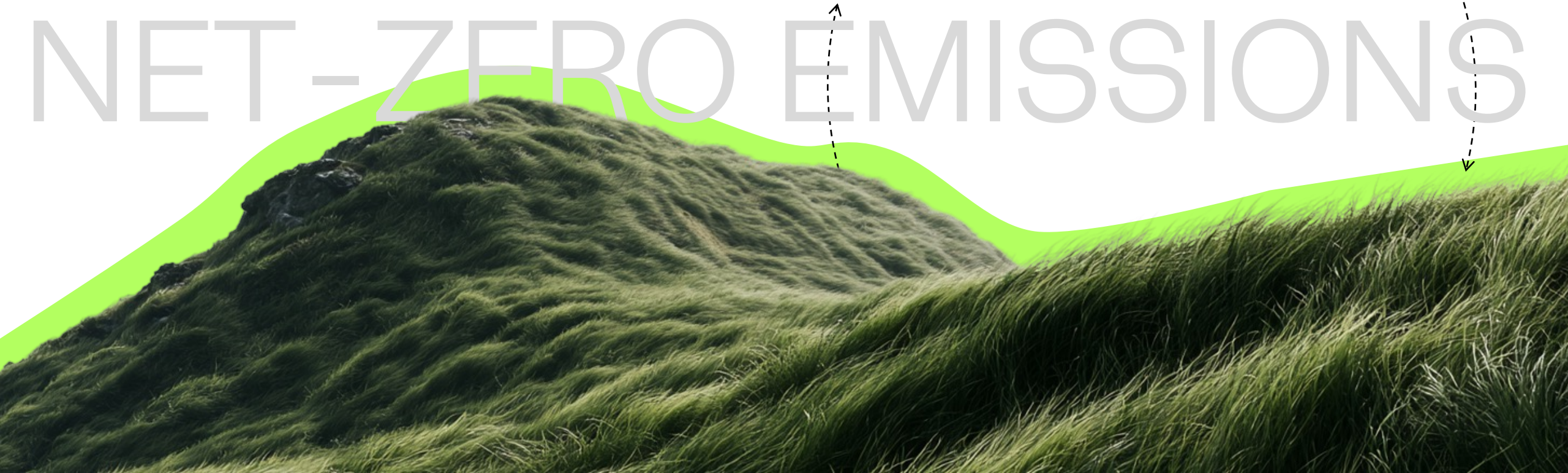
Our approach is anchored in science. We have SBTi-validated targets for both Near-term (2030) and Net-zero (2040) emissions reduction, covering Scopes 1, 2 and 3, and we track our progress against these annually, benchmarked to our 2019 baseline. This section sets out those targets in full, alongside our performance to date and the context behind it – including where progress has been strong, where it has been more mixed, and what we're doing in response.

Getting this right isn't always straightforward. As a company at the forefront of AI adoption, we're navigating a genuine tension: the same technologies helping us innovate ourselves and for our clients also carry their own environmental cost, from the energy used in training and running AI models to the emissions embedded in the hardware behind it. We're working to bring more precision to how we measure this, while helping our people and our clients use AI more responsibly.





Valtech is committed to achieving Net-zero emissions globally by 2040.



Our global Near-term (2030) and Net-zero (2040) targets have been validated by the Science Based Targets initiative.

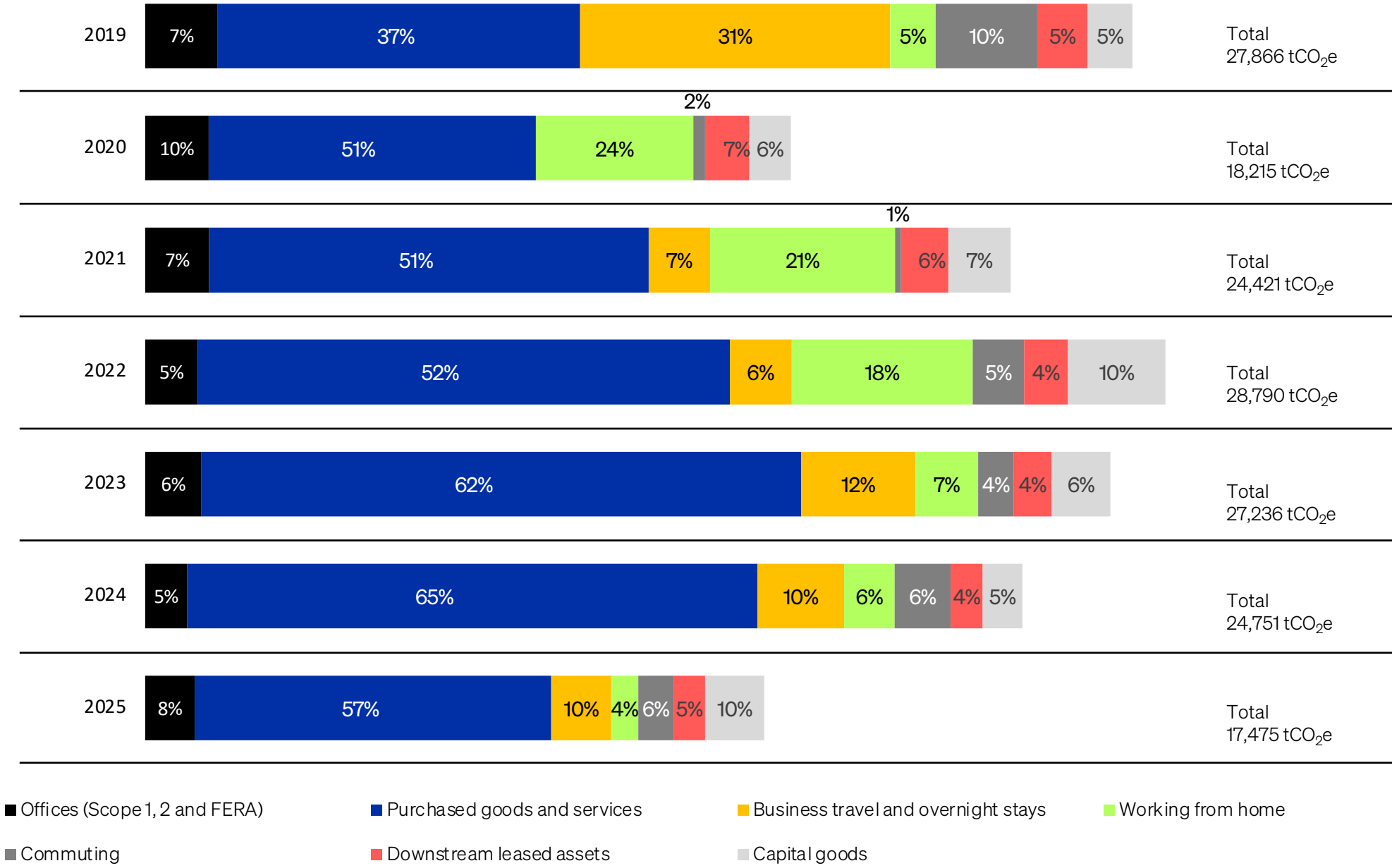


In detail
All from our original 2019 baseline values

Near-term (2030)
50% reduction in Scopes 1 and 2
55% reduction in Scope 3 per employee

Net-zero (2040)
90% reduction in Scopes 1 and 2
97% reduction in Scope 3 per employee

Valtech global emissions breakdown



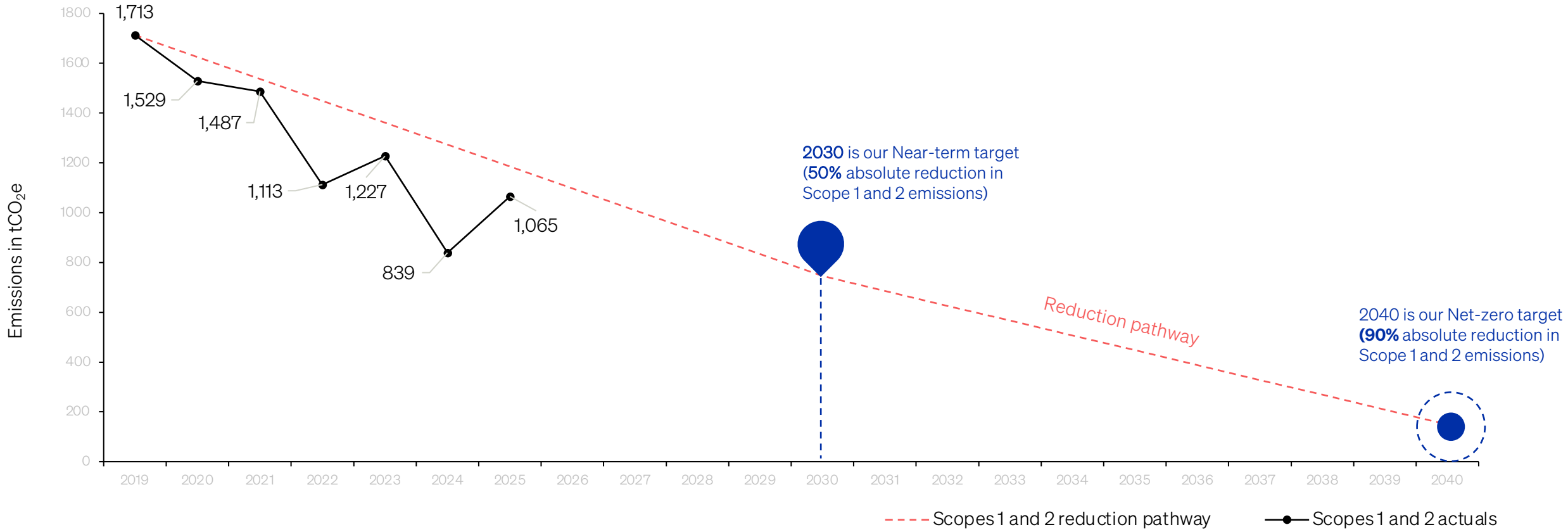
A note on "offices"
The "offices" category shown here includes Scope 1, Scope 2 and Fuel and Energy-related Activities (FERA) emissions

Scopes 1 and 2: global tonnes CO2e per annum

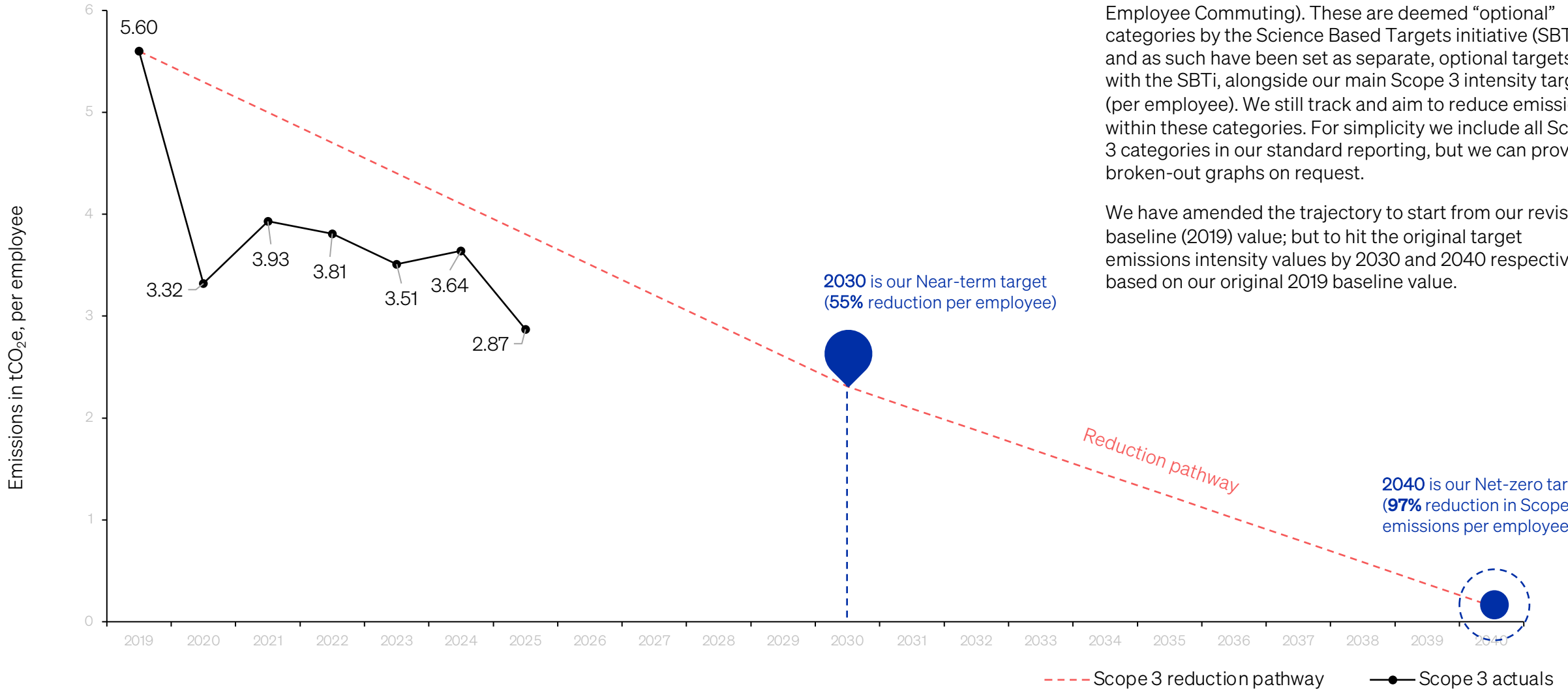
Absolute values for Scopes 1 and 2. Progress against our SBTi-validated 2030 (Near-term) and 2040 (Net-zero) targets can be seen in this graph.

We have amended the trajectory to start from our revised baseline (2019) value; but to hit the original target emissions totals by 2030 and 2040 respectively, based on our original 2019 baseline value.

Note that although we have seen an increase in 2025, Scope 1 and 2 comprise only 6% of our total company emissions



Scope 3: global tonnes CO2e per annum, per employee



Intensity (per employee) for Scope 3. Progress against our SBTi-validated 2030 (Near-term) and 2040 (Net-zero) targets can be seen in this graph.

Note: this Scope 3 data includes Overnight Stays (within Business Travel) and Working From Home (within Employee Commuting). These are deemed “optional” categories by the Science Based Targets initiative (SBTi) and as such have been set as separate, optional targets with the SBTi, alongside our main Scope 3 intensity target (per employee). We still track and aim to reduce emissions within these categories. For simplicity we include all Scope 3 categories in our standard reporting, but we can provide broken-out graphs on request.

We have amended the trajectory to start from our revised baseline (2019) value; but to hit the original target emissions intensity values by 2030 and 2040 respectively, based on our original 2019 baseline value.

Explanatory notes for our emissions trajectories

→ SCOPES 1 AND 2

Our total Scope 1 and 2 emissions have decreased significantly (~38%) since our 2019 baseline year (revised total), but we recognise that we have seen a spike in 2025. This is due mainly to enhanced reporting processes and team capacity, which have enabled us to identify previously unreported instances of gas consumption and air conditioning in particular. Applying this information retroactively is not practicable since there have been so many other changes and there are many variables at play.

There are a few key reasons and mitigations for the challenges we have faced with office data collection, covered on the following page.

→ SCOPE 3

We are pleased with both our absolute and intensity (per employee) progress for Scope 3 emissions in 2025.

We have seen a drop of 21% per head vs. 2024 and of 49% vs. our revised 2019 baseline, meaning that we are well on track to meet our 2030 intensity target of a 55% reduction per employee.

Much of this has been due to a drop in PG&S emissions, partly due to a drop in spend, and partly owing to the selection of suppliers with Net-zero targets.

We cannot be complacent: we recognise that Scope 3 is harder to control than Scopes 1 and 2, and is closely linked to consistently “good” employee behaviour when it comes to carbon.

Given our Sustainability leadership, strategy, governance and strong global network of Sustainability Champions, we are confident we have effective initiatives in place to continue this downward trajectory.

Explanatory notes for our emissions trajectories

→ SCOPES 1 AND 2

This table explains the key reasons we have seen increases in our Scope 1 and 2 emissions from 2024 to 2025.

Issue		Mitigation/remedial action
Our office estate is 100% leased. This makes data availability challenging in certain locations, since landlords are not always forthcoming with data. We do not always have access to source data such as energy meter data or direct bills	→	▪ We are aiming to address this through our Office Evaluation Process which has introduced increased rigour to the office selection process ▪ In future we would like to introduce key clauses on provision of energy and environment-related data to our lease contracts
We do not have Sustainability or facilities professionals in every office, meaning that sometimes a lack of familiarity with energy and carbon data can lead to confusion and erroneous reporting	→	▪ Our Global Health, Safety and Environmental Advisor now reviews all energy data received and follows up with each office representative to confirm it ▪ Where the data is deemed improbable, we have used an evidence-based AI adjustment, checked by our external consultancy, to provide more realistic figures to go into the emissions calculations
We identified that several of our offices had previously inadvertently not included air conditioning usage in their energy reporting, since in certain offices this is centrally controlled by the landlord/building management company and we do not receive any direct data on usage	→	▪ Our Global Health, Safety and Environmental Advisor used industry expertise and AI to provide reasonable estimates based on location, weather conditions and square meterage for the offices concerned
We identified that certain offices used gas for central heating and/or water heating, where this had not been reported previously	→	▪ This issue was unearthed through the course of review meetings with these offices ▪ Energy data was requested from the landlords in question and added to the inventory
We discovered that our Paris office is on the Parisian district cooling network. We were not previously aware of this	→	▪ We have added the district cooling usage to our inventory

Declaration

Valtech's emissions have been reported and recorded in accordance with the GHG Protocol "Corporate Accounting and Reporting Standard"[1] and "Corporate Value Chain (Scope 3) Accounting and Reporting Standard"[2].

The data in this report will be verified by an independent third party to the ISO 14064-3 standard, with limited assurance. Proof of this verification will be added to this report once completed.

[1] https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
[2] https://ghgprotocol.org/sites/default/files/standards/Corporate-Value-Chain-Accounting-Reporing-Standard_041613_2.pdf

We have gathered primary data for all relevant activities. Where data has been unavailable, we have used secondary data to represent these areas as accurately as possible. Over time, our goal is to enhance emissions data quality and accuracy.



Key emissions reduction case studies

Scopes 1 and 2 case studies

France

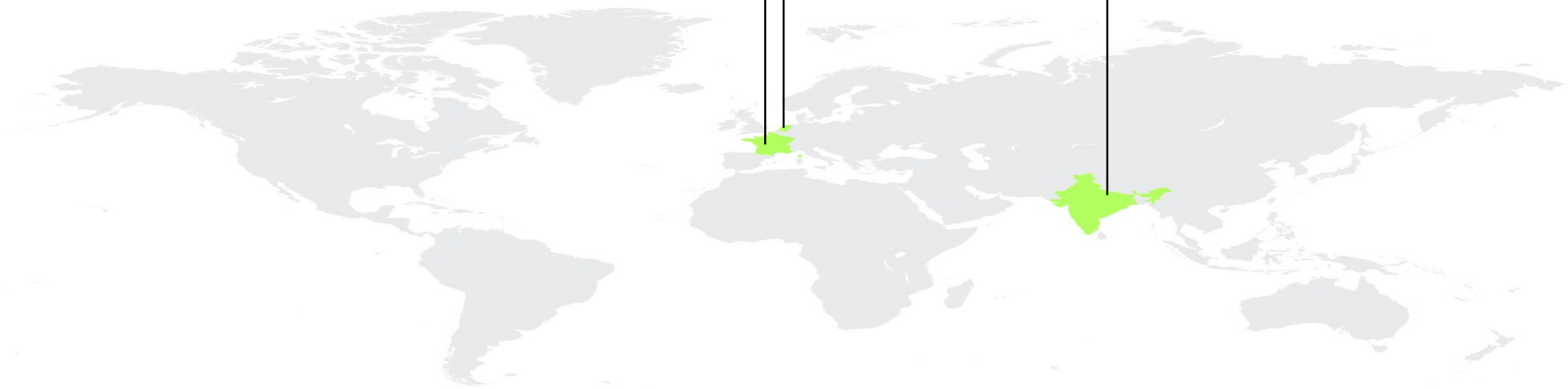
District cooling and 100% renewable electricity contract in Paris

Netherlands

Circular office with 100% renewable electricity in Utrecht

India

Solar panels in Bangalore



Scopes 1 and 2

Valtech India

Solar panels in Bengaluru

Bengaluru, India is home to Valtech's largest office globally, and in 2024, Valtech India installed solar panels covering 835m^2 on its roof. This initiative generates around 138,000 kilowatt hours (kWh) of clean energy each year.

The solar installation, coupled with an overall drop in electricity consumption at this office, has helped reduce Valtech Bengaluru's carbon emissions by 158 tonnes of CO_2 equivalent when comparing 2023 data (before the panels were installed) with 2025, when we had a full year of the panels in operation. In more relatable terms, that's the same as the carbon generated by 165 passengers flying return between Bengaluru and Singapore.

In 2025, the solar installation supplied 35% of this office's electricity needs, as well as generating a further 22,000+ kWh of green electricity which was exported back to the grid.

With a financial payback period of under six years, it's a sound investment - both environmentally and commercially.





"As an organisation, our commitment to sustainability is paramount. We are serious about reducing our carbon footprint. Embracing renewable energy not only reflects our corporate goals but also enhances our operational strength. and environmental responsibility. This initiative of installing a solar array on our building gives us access to a clean, reliable source of energy."



Shiv Kumar M N
Regional Managing Director
APMENA

Case study

Scopes 1 and 2

Valtech France

District cooling and renewable electricity contract in Paris

Our Paris office has a pretty cool secret. Rather than using air conditioning (AC), it's kept temperate in the summer through the city's district cooling network. *Le réseau de froid urbain* has been operating for more than 35 years. It runs for over 100km under Paris and connects 900 buildings – including the likes of the Louvre and the Grand Palais, as well as our very own Valtech office on rue des Jeuneurs.

Paris' district cooling network has 12 production plants in total, supplying chilled water through the pipe network. Three of them are next to the Seine, taking its water to cool equipment before sending it out to the network. The water is chilled to 3-5°C; then pumped through pipes to connected buildings. Within each building, this water makes its way through a closed loop. It absorbs heat before it heads back to the plant at ~12°C, to recommence the cycle.

This cooling network uses 50% less electricity and generates 50% lower emissions than if each connected building had its own cooling system. For Valtech this is great news – it means our Paris office's summer emissions are considerably lower than if we had our own AC system. With the Parisian cooling network set to decarbonise further in the coming years, we will be able to recognise further emissions reductions – especially important as the mercury rises with increasingly prevalent heat waves or 'canicules' as they are known in France.

In addition, in early 2025 we switched this office to a 100% renewable electricity contract, helping reduce our Paris emissions yet further.

"

Our Rue des Jeuneurs office, with its large central glass roof, is difficult to keep comfortable. Without efficient HVAC management, it can be a sauna in summer, an icebox in winter. Access to the district cooling network has been an efficient and sustainable solution for this challenging space.
In addition, the renewable electricity contract was a simple switch with a good emissions saving.

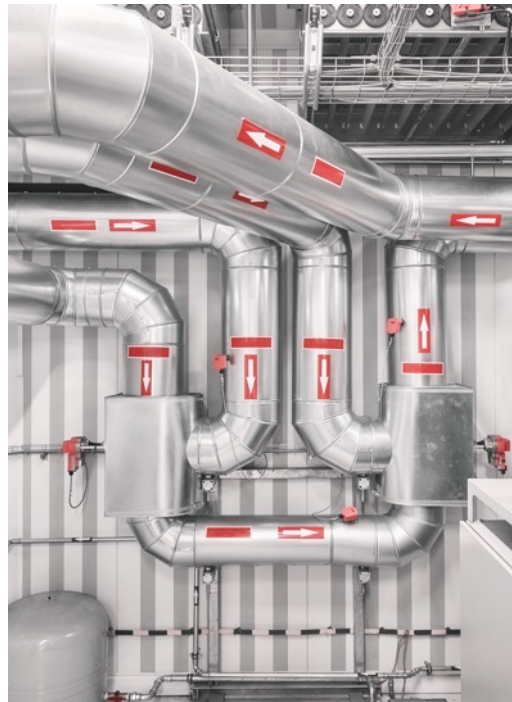
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Serge Biscard
Managing Director
Valtech France







Scopes 1 and 2

Valtech Netherlands

Super green building designed using circular principles, partially powered by solar panels

In the Netherlands, we made a conscious decision to move to a super sustainable space. Our Utrecht office sits within a mass timber building on a redeveloped creative business campus, built with circularity in mind from the outset – meaning materials can be disassembled, reused, or recycled far more easily than with conventional construction.

We carried this thinking through the interior fit-out too, prioritising reused and second-life furniture over new to cut the embodied carbon that comes from extracting, manufacturing, and transporting new materials. 75% of the furniture in our office was refurbished or re-used from previous offices.

The building's whole roof is covered with solar panels and excess power is stored in batteries on-site, covering most of its electricity needs. For any extra power our office requires, naturally we have a 100% renewable electricity contract; and there's no gas on site. The result: in 2025, its first full year of operation, this office reached net-zero emissions for Scopes 1 and 2. Combined with the consolidation of multiple Dutch offices in recent years, this move has cut Valtech Netherlands' total Scope 1 and 2 emissions by 99.9% since our 2019 baseline.

It's a clear example of how decisions outside our core service delivery, such as building selection, fit-out materials and energy contracts, can meaningfully shape our emissions profile; and how sustainable outcomes often come from rethinking everyday operational choices.

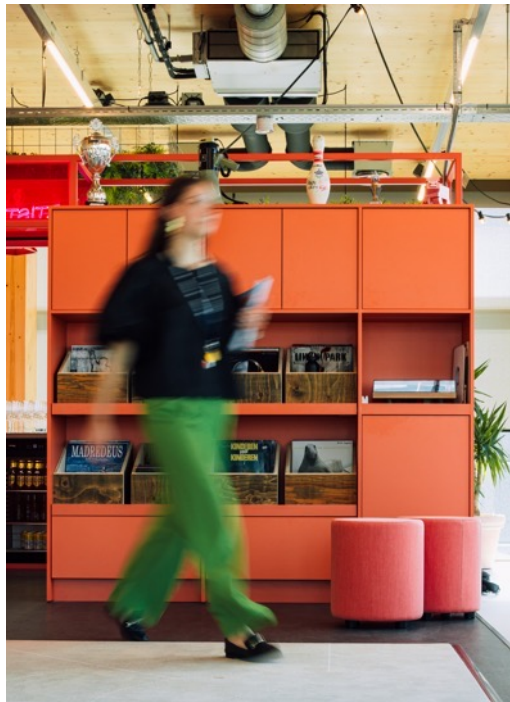
"The way we shape our workplace shapes the way we work. We know that people think, collaborate, and create best in environments that feel natural - with daylight, greenery, and materials that connect us to the world outside. When we build workplaces with Sustainability at their core, we're not just reducing our footprint; we're creating the conditions where collaboration deepens, ideas grow, creativity flourishes, and technical solutions thrive."



Gijs Vlaander
Managing Director
Valtech Netherlands







Scope 3 case studies

Global

Sustainable procurement progress

UK

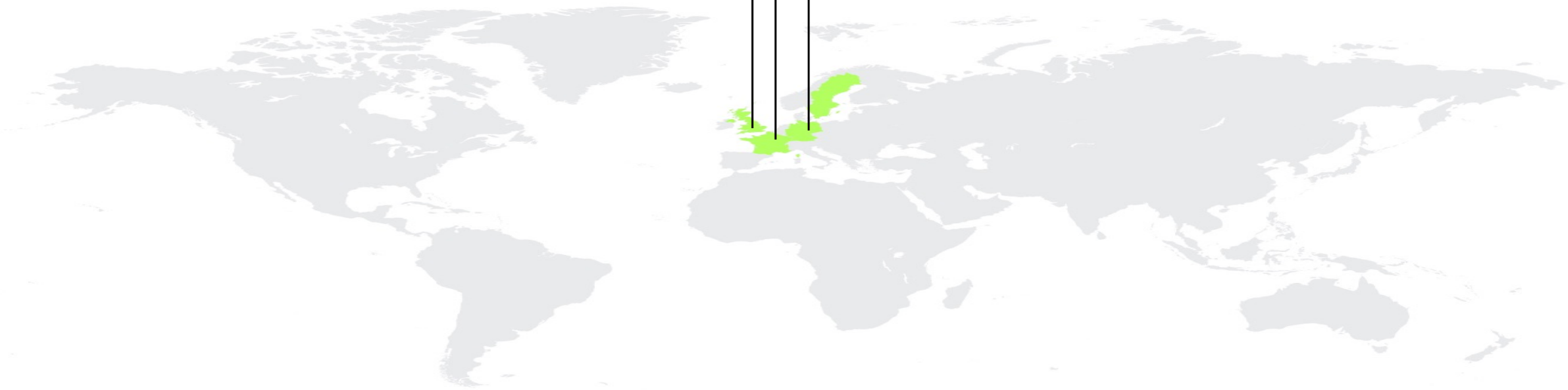
Employee benefits and objectives

France and Sweden

Cycling perks

Germany and Mobility

Travel benefits



Scope 3

Valtech UK

Decarbonisation discounts, Sustainability objectives and greener travel benefits

Case study

With an office estate that is already at near-zero emissions, Valtech UK has focussed on employee-facing initiatives to help address its Scope 3 emissions over the past few years. Several key schemes have been implemented, all with multiple co-benefits:

- The UK Government-backed salary sacrifice Cycle to Work scheme has been running for 13 years and has seen nearly 40 employees take it up, helping Valtech UK save commuting emissions and encourage a fitter, healthier workforce
- The UK Government-backed salary sacrifice electric vehicle (EV) scheme has been running for four years and has been used by nearly 30 employees. This enables Valtech UK to reduce commuting and business travel emissions; and nudges up the proportion of electric vehicles on the roads. The scheme makes the switch to an EV much more accessible to our employees, many of whom have become real evangelists for moving away from fossil fuel-powered cars
- A specially-negotiated discount with a solar panel and heat pump installation company for Valtech employees, their friends and families. This was launched in 2026 with the aim of making home decarbonisation projects more financially viable for our employees, which in turn will help reduce our working from home emissions. These are measured as part of our inventory

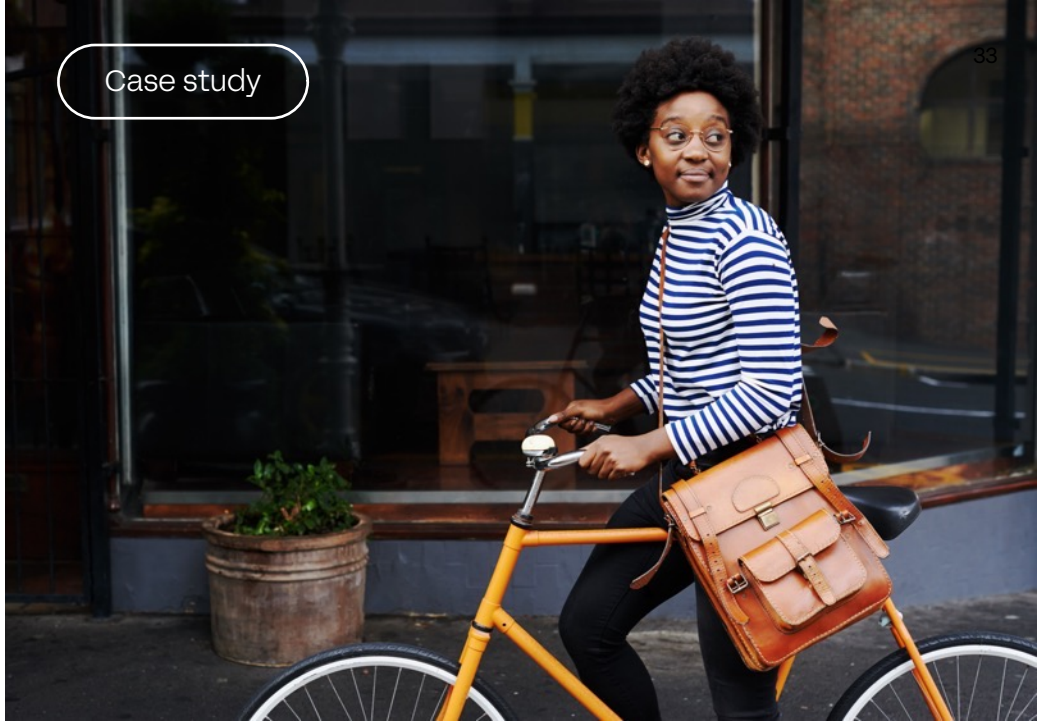
In addition, in 2026 Valtech UK has introduced a core Sustainability objective at the entity level. Employees are strongly encouraged to trickle this down into their personal objectives and to apply it to their role and personal situation. In this way, we are making Sustainability an intrinsic part of our performance culture and measurement – not a “nice to have” adjunct.

Post-reporting period (2026 initiative)

“At Valtech UK, we’ve started to build Sustainability into how our people both work and live. From Cycle to Work and EV salary sacrifice schemes to discounted home solar and heat pump installations. This year, we’ve also woven a core sustainability objective into every employee's performance goals. We're really proud to be turning our people into genuine advocates for lower-carbon living, both in and outside the office.”



Roy Capon
Managing Director
Valtech UK





Scope 3

Valtech Germany and Valtech Mobility

Travel benefits

Germany is a great country for cycling, with plenty of infrastructure such as cycle lanes and ‘Fahrradstraßen’ or ‘bicycle streets’ making cycling a fun, safe activity. Valtech Germany actively encourages employees to embrace the bike and cycle to work as much as possible, through the German Government-backed ‘Jobrad’ scheme. To date, 79 employees have taken up this benefit, which offers subsidised bike leasing through salary sacrifice. Thanks in part to this initiative, Valtech Germany has seen a 75% reduction in its per-employee commuting emissions from 2019-2025. Overall, we estimate that the JobRad programme has saved a minimum of 24 tonnes of carbon emissions over this time period.

Valtech Mobility, also based in Germany, offers all employees a ‘Deutschlandticket’ – a nationwide monthly subscription that covers unlimited travel on regional and local public transport. Around 65 employees typically take this up each year. And the cherry on top? Not only does this help reduce Valtech Mobility’s commuting and business travel emissions by promoting public transport over car or taxi usage – it can also be used by employees in their leisure time, helping our people reduce their personal emissions too. This is in addition to the Jobrad scheme which is also operational at Valtech Mobility. This entity has seen a 38% reduction in per-employee commuting emissions and an impressive 86% drop in per-employee business travel emissions from 2019-2025. This initiative has potentially contributed to both improvements.

“Cycling to work shouldn't be a sacrifice. Thanks to Germany's cycling infrastructure and our Jobrad benefit, it's become one of the easiest ways our people can commute sustainably. We're delighted to see a real drop in our commuting emissions in recent years. It shows what's possible when a company genuinely backs its employees' choices.”



Stefan Krause
Chief Operating Officer
Valtech DACH

“The Deutschlandticket isn't just a perk – it’s a promise. We're making sustainable commuting the easy choice for every Valtech Mobility employee, and we're building a greener future with every single train ride.”



Peter Ivanov
Managing Director
Valtech Mobility





Scope 3

Valtech Sweden and Valtech France

Travel benefits

One thing our Stockholm and Paris offices have in common? They both provide employees with bicycles that are free to use. Mainly they are intended for people zipping around the cities to meetings and events, but employees are also able to commute home on them – provided they return the bikes the next day, of course!

In Stockholm, Valtech Sweden provides four classic “push bikes” whereas Valtech France has gone one step fancier, with two Valtech-owned electric bikes. There’s a little competition between the two offices on which option is better (Stockholm emphasising that a push bike offers a better workout) – but we’ll leave you to judge. Both entities offer employees help to buy or lease their own bikes, too. Valtech Sweden allows employees to lease a bike on top of their salary – before tax – through its benefit portal. Valtech France offers employees a ‘Mobilité Douce’ (active and sustainable travel) scheme, whereby they can apply for financial support on the purchase and maintenance of an electric bike, a scooter subscription or public transport tickets. These initiatives have seen great success, with employees appreciating the benefits and making good use of the bikes. Valtech Sweden has seen a drop in business travel emissions of 46% per employee from 2019-2025, while Valtech France has seen a reduction of 87% per employee over the same time period. A small proportion of these reductions can be attributed to these bicycle-based initiatives.

“In Stockholm the fastest transport is by bicycle, so having bikes is both convenient and efficient. We even encourage our clients to use them! Recently we did a cycling ”hotel safari" with our client Best Western Nordics to visit five hotels with different concepts.”



Mattias Malmer
Managing Director
Valtech Nordics

“Paris has seen a real revolution in cycling as a legitimate mode of transport. At Valtech, we’re proud to contribute in our own modest way by making a small fleet of electric bikes available.”



Pascal Malotti
Global Retail Strategy Lead
and Sustainability Champion
Valtech France





Scope 3

Global

Sustainable procurement takes shape

Like most service businesses, emissions from Purchased Goods and Services ('PG&S') make up the largest share of our footprint. In the past two years we have made a concerted effort to engage with our larger suppliers on Sustainability, as well as upskilling key employees on sustainable procurement and introducing tighter governance.

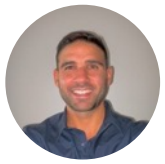
We've made strong progress bringing Sustainability and Supplier Management closer together. The two teams now work collaboratively, with Sustainability increasingly embedded into how we onboard, renew and manage suppliers.

In 2025 we introduced a mandatory Sustainability Questionnaire as part of onboarding for new and renewing suppliers in our highest-priority categories. The questionnaire is integrated into our supplier management workflow, with a dedicated review task for our Group VP Sustainability whenever a supplier completes it. This gives us earlier and more consistent visibility into supplier Sustainability practices. We intend to engage proactively on Sustainability with our key suppliers based on their inputs.

We've also invested in building capability. In 2025, both teams completed The Climate Pledge's "Embedding Sustainability into Procurement" training. Our Group VP Sustainability has taken this further in 2026, completing a three month Sustainable Procurement course via our membership of The Climate Pledge – sharpening the expertise driving this agenda.

Governance is keeping pace: our Supplier Management policy includes dedicated Sustainability requirements and is progressing through review and approval in Q3/Q4 2026, embedding formal structure behind the progress already made. There's more ahead, particularly as we continue to develop the systems and data capabilities needed to scale this work further. We're energised by the progress so far and the path forward.

"Working closely with our Global Sustainability Team has allowed us to move from ad hoc engagement towards embedding Sustainability more consistently into how we manage suppliers. We've started putting the right capabilities, processes and governance in place, from training our teams to integrating sustainability reviews into our supplier workflows. We've built a strong foundation together, and I'm excited to see how we can continue building on the progress we've made."



Facundo Mamone
Director Global Business Operations







02: WATER CONSERVATION

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Water Conservation: introduction

Water is a smaller part of Valtech's environmental footprint than emissions, but of course it matters in its own right – both for the communities and ecosystems around our offices, and for the people who use them every day. As a global digital consultancy with a 100% leased office estate, we don’t run physical production processes or manage our own water infrastructure, so our influence here is more indirect: it comes down to how efficiently our offices use municipal water supplies, and the choices we (and more commonly, our landlords) make about fixtures, appliances and facilities.

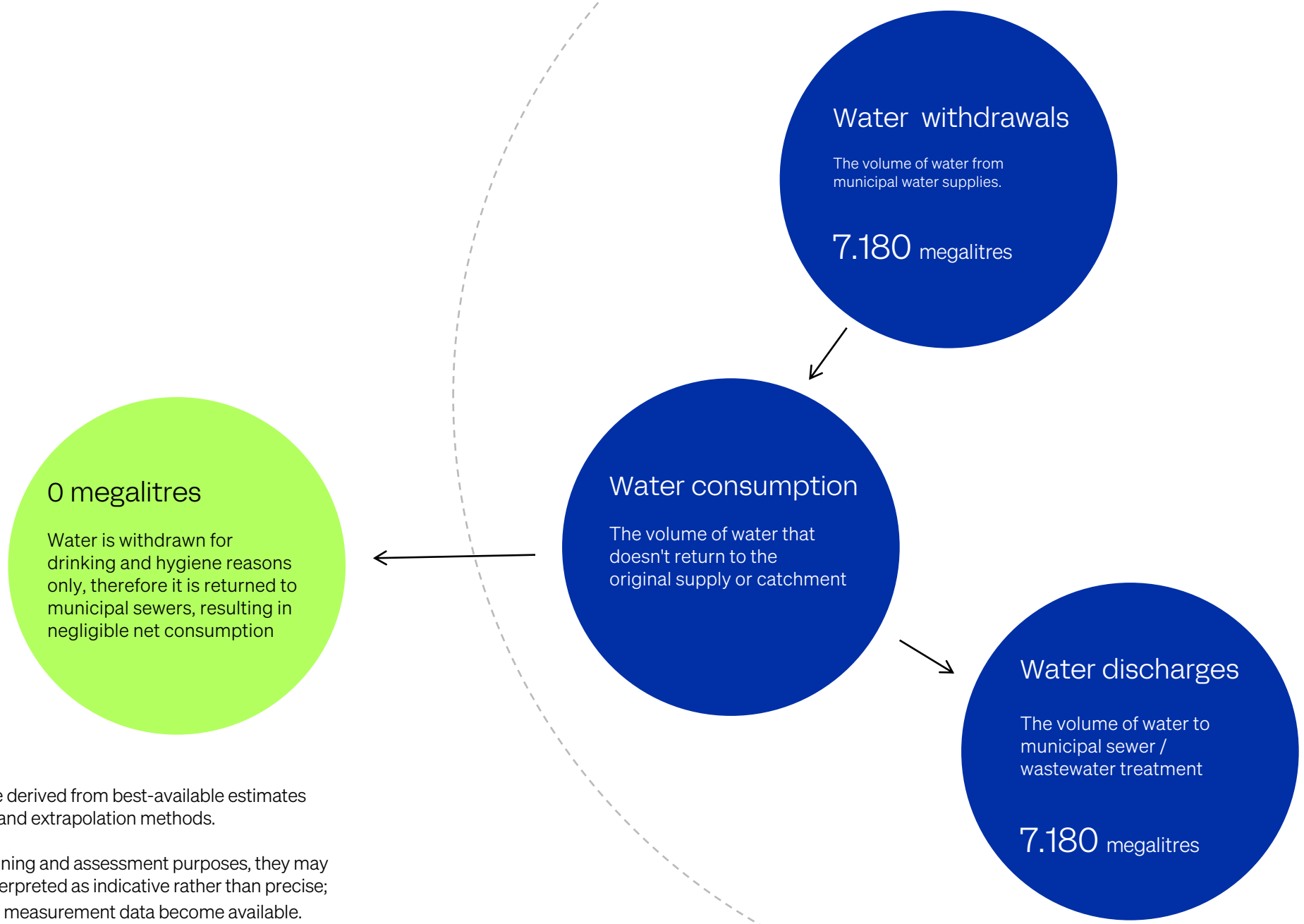
This also makes water harder to measure than emissions. Direct metering is rarely available across our leased, globally distributed office estate, so the figures in this section are our best current estimate of withdrawals, consumption and discharge, built from available data, reasonable assumptions and extrapolation. We are transparent about this limitation; and over time we would like to improve the precision of our water data if systems, providers and landlords allow.

Where we can act, we do. From rainwater harvesting and low-flow taps to water-efficient equipment and awareness campaigns, several of our offices have taken practical steps to reduce water use. We have also identified which parts of our estate face elevated water stress or flood risk, so we can focus attention where it matters most. This section shares our current usage data alongside case studies from across our global offices, showing what's working and where we see the greatest opportunity to do more.





Valtech's global water usage 2025



The office water usage volume figures presented here are derived from best-available estimates based on current data sources, operational assumptions and extrapolation methods.

While these estimates are considered reasonable for planning and assessment purposes, they may not reflect exact values. As such, the figures should be interpreted as indicative rather than precise; and may be subject to revision as more accurate or direct measurement data become available.



Key water conservation case studies

Water Conservation case studies

Americas (all)

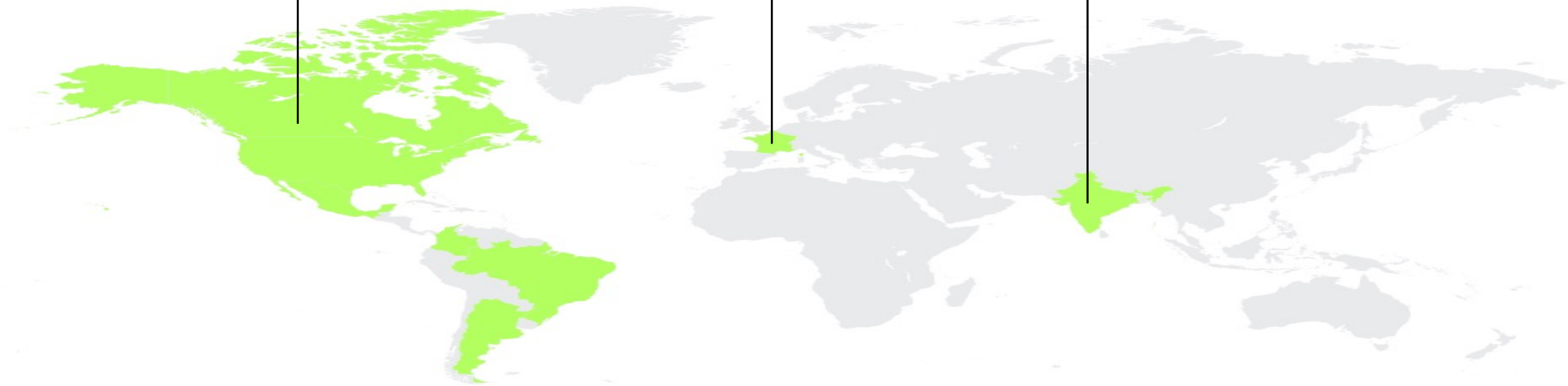
Water saving month

France

Auum machine to save water and electricity

India

Rainwater harvesting and aerators on taps



Water conservation

Latin America

Water saving month

Post-reporting period (2026 initiative)

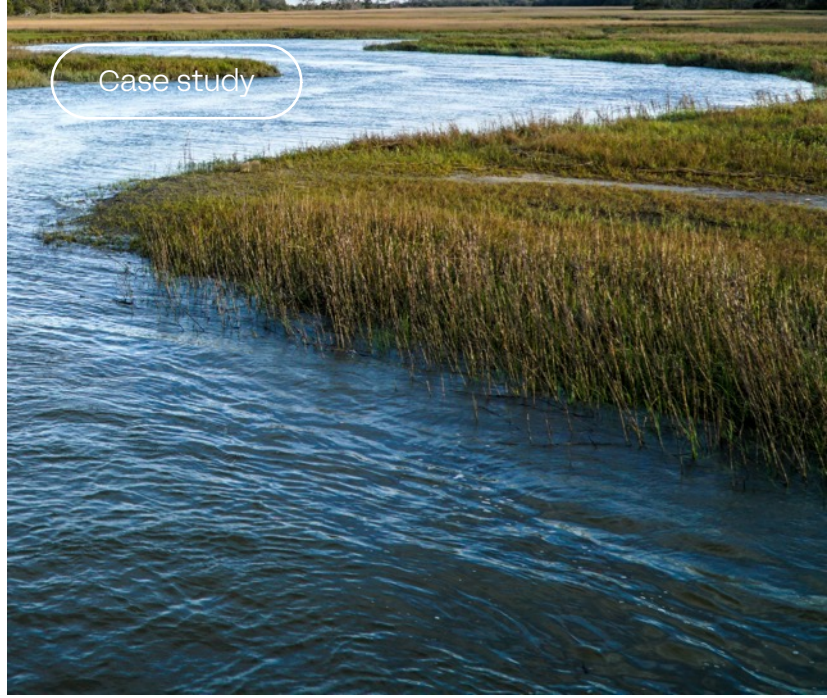
In March 2026, our Latin American entities ran a ‘Water Saving Month’ campaign to help raise awareness of the scarcity of water and the need to protect it. The campaign ran across multiple channels, including online and in-person events.

Multiple Valtech employees from across the region shared practical water saving tips and tricks, via short, fun videos shared on our internal platforms.

A dedicated talk about water for our Spanish-speaking teams was also delivered via an external organisation. The talk was shared globally for any Spanish-speaking colleagues who were interested in attending.

Our Latin American Sustainability Committee shared posts on internal platforms to educate our employees about water; and an email was sent to all employees in the region to announce World Water Day and encourage everyone to take part by taking small but meaningful actions to reduce their water usage.

The campaign was very well received, with the posts seeing high engagement from employees across Latin America.





“The campaign translated awareness into action, inspiring employees across Latin America to make small but meaningful water saving changes.”



Andrea Granda
Global Procurement Project Lead and Sustainability Champion
Valtech Colombia

Water conservation

India

Rainwater harvesting
and tap aerators

For many years now, Valtech's Bengaluru office has relied on an on-site groundwater and rainwater harvesting system to irrigate its gardens and recharge underground aquifers. Rather than drawing on the municipal mains supply, the office operates three rainwater harvesting pits, each with a capacity of 5,000 litres, that capture and recharge groundwater from an on-site borewell. Drinking water is sourced separately through an external vendor and is not drawn from the borewell.

Our data shows that typically over 2 million litres of non-drinking water are used at this office annually for irrigation purposes, of which ~97% comes from the borewell and only around 3% (~60,000 litres) from the municipal supplier. This efficient gathering and use of water means that we do not typically face water shortages at this office, including during peak summer months. We attribute this to the effectiveness of the groundwater recharge system.

Of the three harvesting pits, two are used solely for groundwater recharge, while the third serves a dual purpose: groundwater recharge combined with temporary storage of water used for gardening. Any water beyond this pit's capacity is directed into the drainage system, and the remainder is gradually absorbed back into the ground over a few days to support recharge.

Bengaluru's rainy season lasts for around two months of the year, and rainfall during this period is the primary driver of the recharge pits' effectiveness. The office's sustained reliance on borewell water, supported by continuous recharge from rainwater harvesting, illustrates a long-standing, low-impact approach to water self-sufficiency that reduces dependence on municipal supply.

In addition, we have installed tap aerators across all our offices in India, helping further to conserve this precious resource.

“Sustainability works best when it’s built into daily operations rather than treated as a separate initiative. Our rainwater harvesting system is a small example of that, and one we’re genuinely proud of.”



Rudresh B C
Manager - General Administration
Bengaluru, Valtech India







Water conservation

France

Auum machine

Since 2023, our Paris office has run the Auum-S glass cleaning and disinfection system as a long-term, ongoing initiative to reduce water consumption, electricity use and single-use waste. This clever device cleans and disinfects a glass in just 20 seconds, allowing employees to reuse the same glass throughout the day instead of relying on disposable cups; reducing dishwasher cycles and inefficient washing by hand.

Data on the machine's usage has shown some impressive results. Typically our Paris office runs ~5,300 Auum cleaning cycles annually, averaging ~40 cycles per day. That saves ~8,000 litres of water compared with hand washing an equivalent number of mugs, avoiding an estimated 106 kg CO_2 equivalent.

By reducing water-intensive manual washing with this low-water, reusable-glass system, the Paris office has sustained a simple behavioural change that continues to reduce both water consumption and waste generation year after year. The Auum system is now in its third year of operation.

"It's great to see startups bringing innovative sustainable solutions to the field, allowing us to explore new use cases with a reasonable budget.

The Auum machine has generated some cost savings for power and water. However, the reason we chose this machine was not solely for cost reduction. We also wanted to make Sustainability more visible in the Paris office, as this topic is often invisible in daily office life. We also wanted to encourage our employees to change their behaviours, as the sight of the sink at 6pm was unpleasant!"



Pascal Malotti
Global Retail Strategy Lead and
Sustainability Champion
Valtech France







03: Waste Minimisation

Waste Minimisation: introduction

As a global digital consultancy, Valtech's physical waste footprint is modest compared with product or manufacturing businesses – but it's still something we pay attention to. Across our offices, waste largely comes down to everyday operations: general office waste such as food and packaging from employee meals and events; and electronic waste (eWaste) from IT equipment as it's refreshed or retired.

As with water, waste is challenging to measure across a global, 100% leased office estate. We don't normally control waste collection and disposal directly: this mostly depends on landlord arrangements and local municipal systems. That makes gathering consistent, reliable data across offices very difficult. We do request waste information as part of our annual Office Sustainability Survey. From this, we know that around 63% of our offices have recycling provision in 2026.

We have previously conducted sample studies to estimate waste quantities and determine whether this needed to be included as an emissions category. We found that waste was too small an impact to warrant inclusion in our emissions inventory.

Our focus for waste minimisation has therefore been on practical, local initiatives: from eWaste collection schemes to replacing single-use bottled water with filtered water machines. We often extend this to employees' personal waste too, through initiatives such as expired medicine collections and clothing donations. This section shares examples of that work - perhaps smaller in scale than our emissions initiatives, but reflecting the same commitment to using resources responsibly.

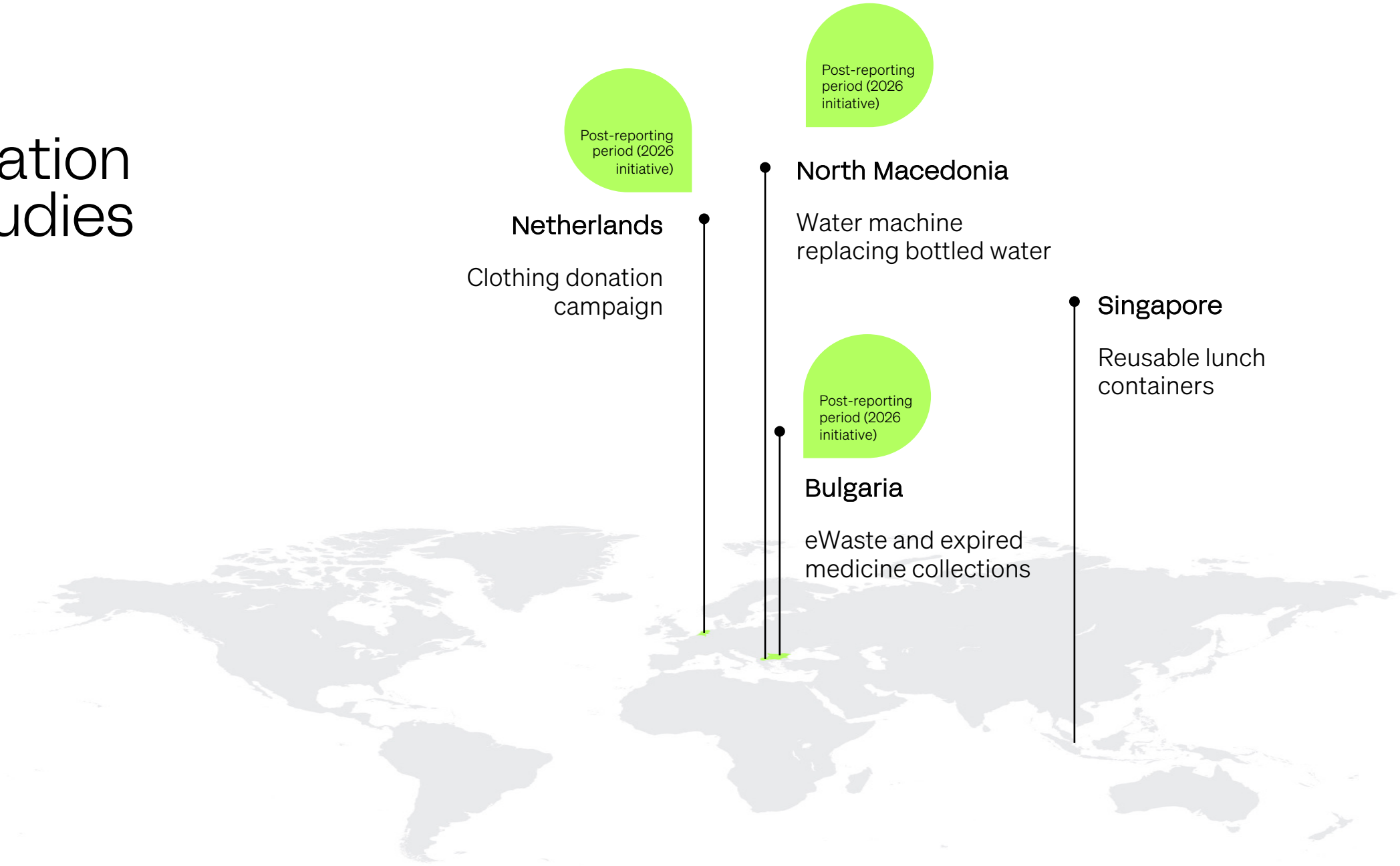






Key Waste Minimisation case studies

Waste Minimisation case studies



Waste Minimisation

North Macedonia

Filtered water machine replacing plastic bottles

Post-reporting period (2026 initiative)

In 2026 we moved into a new office in Skopje. We took the opportunity to implement multiple sustainable initiatives, including installing two new water dispensers.

These filter the public water supply and also provide carbonated water. As a result, we no longer order sparkling water in plastic bottles for this office, which significantly reduces plastic waste.

in our previous Skopje office, we had consumed over 8000 plastic bottles per year, while now this number has been reduced to zero. In addition, of course there are carbon savings in that these bottles no longer need to be delivered to the office or disposed of afterwards. And the new solution is cheaper too. A true win-win.

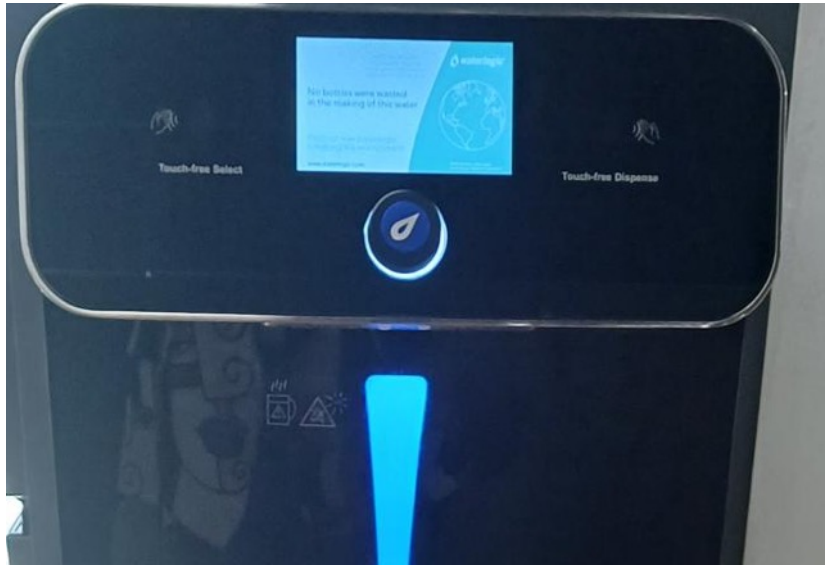
“As soon as we moved into the new office, the water dispensers quickly became part of our colleagues' daily routine. They support our sustainability goals by eliminating plastic bottle consumption, while offering colleagues a convenient and high-quality solution they actively use every day.”



Aleksandra Binova
Senior Office Manager and Sustainability Champion
Valtech North Macedonia







Waste Minimisation

Bulgaria

eWaste and expired medicine collections

In May 2025, Valtech's Sofia and Veliko Tarnovo offices held an eWaste collection event, giving employees a safe way to recycle personal electronics such as batteries, old phones, keyboards, and chargers. Over 470kg was collected and sent to a certified plant in Germany, where recyclable metals and plastics are separated and returned to production. Recovery rates can reach up to 95%, with any remainder disposed of in line with legal requirements.

Building on this, Valtech Bulgaria ran a further responsible waste initiative in February 2026: a coordinated expired medicine collection, partnering with Sofia Municipality and SOpharmacy chemists in Sofia, and with Veliko Tarnovo Municipality and Balbok Engineering AD in Veliko Tarnovo. From 9 to 20 February, employees at both offices could safely drop off expired medicines, preventing this hazardous waste from contaminating water supplies or entering general waste streams. Two large bags were collected; and all medicines were safely destroyed in accordance with applicable environmental legislation.

Together, these initiatives reflect Valtech Bulgaria's ongoing commitment to responsible waste management, reducing the company's environmental footprint, and raising employee awareness of safe disposal practices.

Post-reporting period (2026 initiative)









“Collecting over 470 kg of electronic waste and several kilograms of expired medicine shows not only Valtech Bulgaria's commitment as a company to preserving the natural environment but also Valtech employees' commitment to living a sustainable life.”



Elitsa Maneva
Legal and Commercial Manager and Sustainability Champion
Valtech Bulgaria

Waste Minimisation

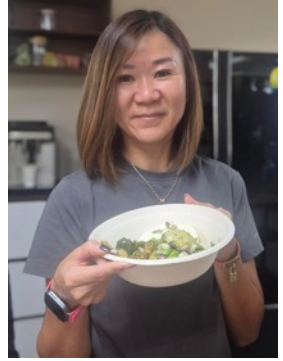
Singapore

Reusable lunch containers
and 'No Meat Tuesdays'

In Singapore, there's a great culture of going out to grab lunch outside the office from local cafés and restaurants, and then bringing that food back to the office. The city offers an amazing selection of delicious cuisines, so it's the obvious thing to do. However, this food normally comes in single-use containers – which of course are not good for the environment.

Our Singapore office therefore asked employees to bring in any reusable food containers they didn't need at home, to create a supply of containers for employees to borrow when going to buy their lunches. This has been a successful initiative in reducing single-use packaging and landfill from our office, as well as in raising employee awareness about the need to reuse and to avoid single-use packaging wherever possible.

In addition, our Singapore office introduced popular 'No Meat Tuesdays' with accompanying information to help educate our employees on the environmental impact of meat and the benefits of going vegetarian, even if this is only for part of the week. This has served as an opportunity to bring the team together for a social lunchtime – and to share feedback on some of the delicious vegetarian food they have sampled.













"Small changes, big difference. That's the energy behind our Meatless Tuesday and reusable container movement! From swapping meat for plant-based bites to bringing their own containers for takeaway lunch, our team is proving that Sustainability doesn't have to be complicated – just consistent."



Joey Lee
Assistant Manager, P&C and Workplace Experience; and Sustainability Champion
Valtech Singapore

Post-reporting period (2026 initiative)

Waste Minimisation

Netherlands

Clothing donation campaign

During the Dutch national "Week van Tweedehands Textiel" (Secondhand Textile Week) from 20 to 26 April 2026, Valtech's Utrecht office organised a clothing collection drive to give employees' unused garments a second life. Employees were invited to bring in wearable clothing and shoes for all ages, whether bagged or loose, with a donation point set up in the office pantry for the duration of the week. All items collected were donated to Stichting Kledingbank Utrecht, who redistribute clothing to people in need in Utrecht – keeping it super local.

To encourage participation and thank employees for taking part, the office held a Donation Café on Thursday 23 April, where anyone who donated one or more items of clothing received barista-grade coffee and a freshly baked treat.

Many employees took part throughout the week, bringing in bags of clothing to the collection point. In fact the initiative was so successful that we had filled a container before the collection even started – and needed a second one before the week was out. Finally, we transported the clothes as sustainably as we could, too – using an electric car.

The initiative reflects Valtech Utrecht's efforts to reduce textile waste and support the circular reuse of clothing, turning a simple wardrobe clear-out into a tangible contribution to both environmental sustainability and local community support.







“Seeing all my colleagues’ effort and generosity, knowing it will directly help people who need it most, made this collection really special.”



Jeroen Loopstra
Business Analyst and Sustainability Champion
Valtech Netherlands



04: Biodiversity Enhancement

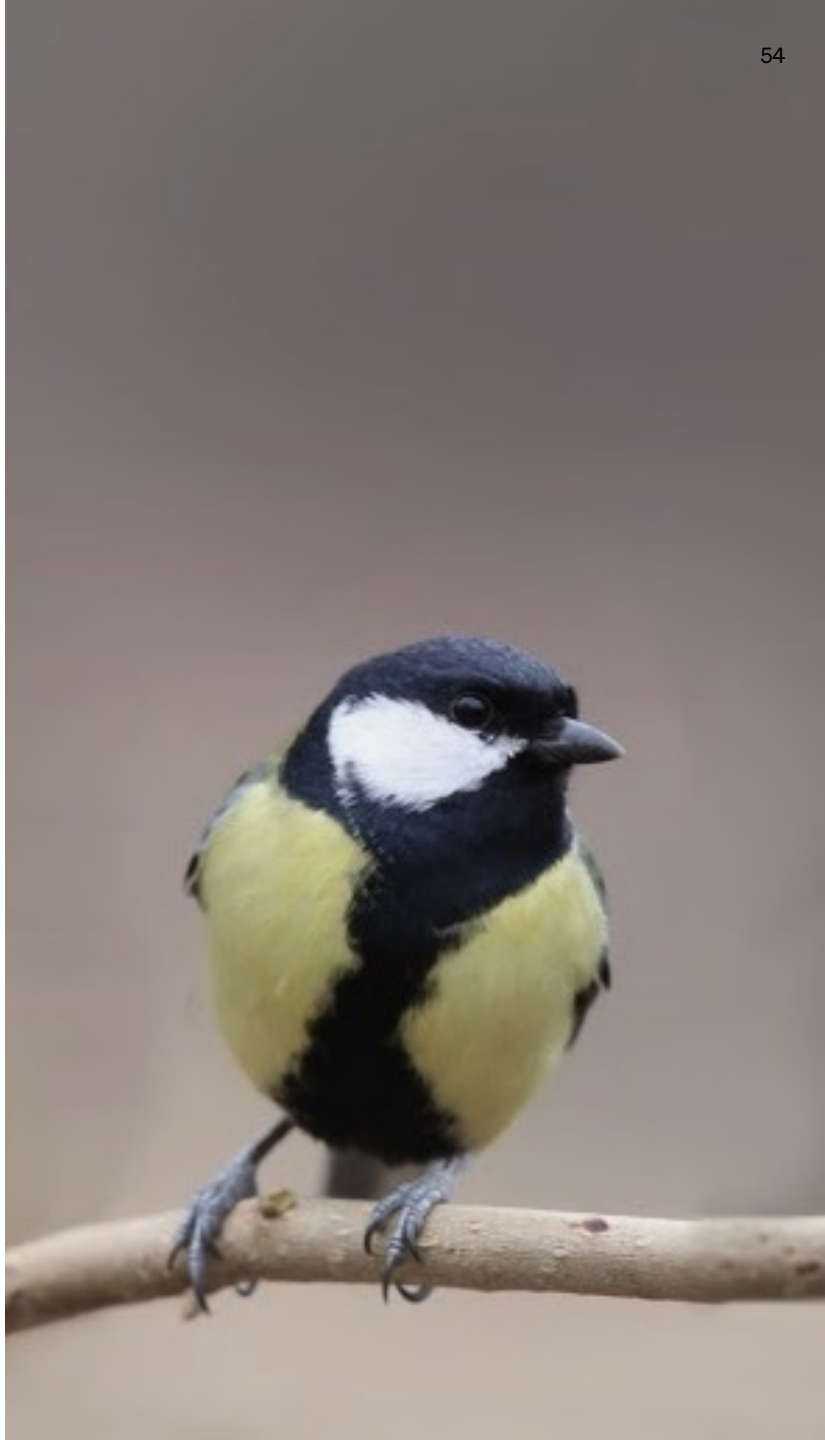
Biodiversity Enhancement: introduction

Biodiversity is the area of our environmental footprint we can influence least directly, and where our impact is smallest – but it's also where our people's enthusiasm shines through most visibly. As a digital consultancy with typically very little outside space at our offices, we don't have significant direct impacts on ecosystems or species. Our approach here is less about mitigating harm and more about finding meaningful ways to give back to nature, and to raise awareness of the threats facing our plants and animals, wherever our offices are located.

That's why this section looks a little different from the others. We are not in a position to track many biodiversity metrics of our own. We do ask for data on biodiversity as part of our annual Office Sustainability Survey, and we know that based on our 2026 offices, around 47% had some sort of 'biodiversity features' – from beehives to office plants. 15% had an exterior garden (including roof gardens). And one even had an internal 'living wall' – bringing the outside in.

The main thing we can do to promote biodiversity is to drive local action, and that's exactly what we've focused on. These initiatives are often led by our Sustainability Champions, and they consistently prove to be some of the most effective at engaging employees. From beekeeping experiences in Bulgaria to nature days in Brazil, tree planting, litter picking, and a major lake rejuvenation programme in India, these activities connect our people directly with the natural environments around them – building awareness and appreciation for biodiversity.

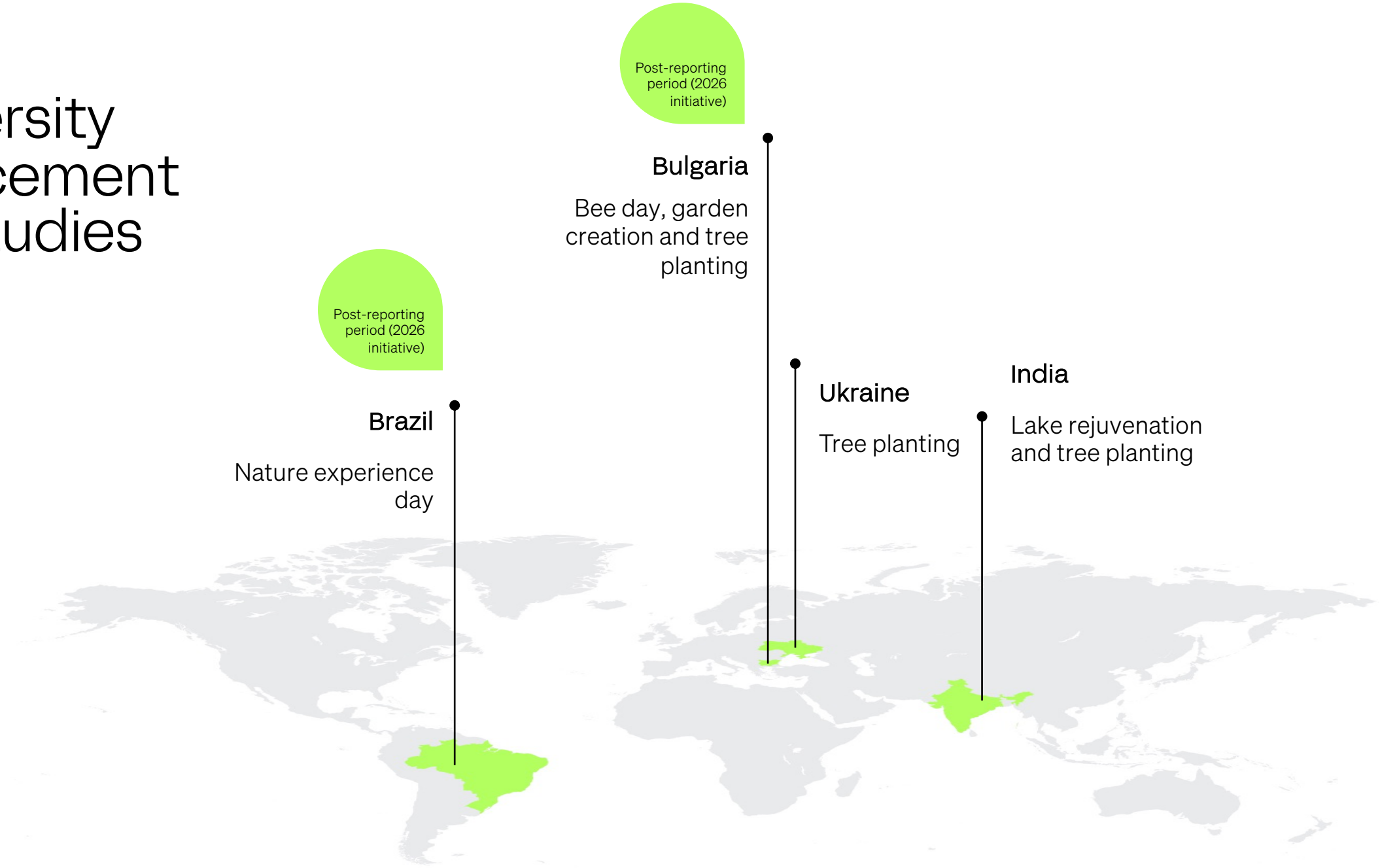
What stands out across these initiatives is how much they are driven from the ground up. Employees don't just take part – many actively propose and lead these projects themselves. This section brings together examples of that work from across our global offices.





Key Biodiversity Enhancement case studies

Biodiversity enhancement case studies



Biodiversity Enhancement

India

Lake rejuvenation and mass tree planting projects

Valtech India is at the forefront of many of Valtech's Sustainability initiatives, with its Corporate Social Responsibility (CSR) Committee and Sustainability Council jointly selecting projects designed to have the greatest possible impact on local water systems, biodiversity, and communities. Two recent projects illustrate this commitment. In a rapidly growing cityscape where concrete usually wins over green space, in 2025 Valtech India backed the transformation of over 170 acres of barren land into a biodiversity reserve, designed to serve both today's ecosystem and generations to come. At the heart of the project was the planting of 1,001 saplings, chosen for their medicinal value and ecological significance, with the aim of building a natural habitat where birds and animals can thrive and, as the saplings mature, contributing to CO2 sequestration. The initiative also supports local communities, who are allowed to pick fruits from the trees; and to use the land to grow small crops of vegetables such as tomatoes, potatoes and onions in amongst the trees. In return, they help to maintain the land by removing weeds, dead branches and leaves.

Alongside this, Valtech India supported the Lake Rejuvenation Project in the Kolar district of South India, a rural farming community affected by drought. In collaboration with female-led NGO Arohana and other partners, with Valtech providing financial backing, the project desilted 10 lakes in its first phase in 2024, with a second phase completed in 2025. Desilting has improved water storage and groundwater recharge; created more naturally fertile land requiring fewer chemical inputs; helped encourage greater biodiversity; and supported local farmers who depend on the lakes for crops, fish farming, and their livelihoods.

Together, these projects reflect a long-term, ambitious vision for environmental restoration - proof that even amid urban and agricultural pressures, there is room to rebuild ecosystems and support the communities that depend on them. While India-based companies of Valtech India's size are required to donate 2% of profits to CSR causes, Valtech goes beyond this baseline by involving employees directly in identifying and selecting projects, participating in project management and collaboration, and helping publicise the causes it supports.

"For us at Valtech India, Sustainability is about creating change that people can genuinely see and feel. These projects are restoring ecosystems, strengthening water security and supporting local livelihoods, but what makes them meaningful is the involvement of our people. We are not simply doing initiatives, we are working alongside local partners to create something purposeful, personal and lasting"



Tushar Mishra
Senior Executive, People & Culture and Sustainability Champion, Valtech India







Biodiversity Enhancement

Brazil

‘Green experience’ day

Post-reporting period (2026 initiative)

In February 2026, 30 people – 15 Valtech employees and 15 of their friends and family – swapped their desks for a day in the Rio Vermelho State Park in Florianópolis, Brazil. The event was organised by our Brazilian Sustainability Champions with the aim of connecting colleagues with nature while directly supporting local biodiversity.

The day was led by ECO PAERVE, a local NGO that has worked in Rio Vermelho since 2018 on environmental education and conservation. Participants took a guided walk through the park, learning about native flora and fauna, its role as a protected State Conservation Unit, and stories of rescued and rehabilitated wildlife, as well as the lasting impact of exotic species introduced in the 1960s.

The group then took part in a hands-on composting workshop using the UFSC thermophilic method, a simple bucket-based technique developed by Brazil's Federal University of Santa Catarina that can easily be replicated at home to reduce organic waste.

The highlight of the day was planting native trees suited to the local ecosystem, contributing to forest restoration, biodiversity support, and CO_2 absorption within the park. The day closed with a healthy snack and time for participants to relax and reflect, showing that meaningful sustainability action can be as simple as spending a day in nature and leaving it a little greener than it was found.





“This was a really special experience that gave us the chance to step away from our usual routine, connect with nature, and at the same time make a positive contribution to the environment”



Rafaella Alexandre Silveira
Strategist and Sustainability Champion,
Valtech Brazil

Biodiversity Enhancement

Bulgaria

Garden creation, bee education and afforestation

Post-reporting period (2026 initiative)

Post-reporting period (2026 initiative)

Valtech Bulgaria has run a series of ongoing initiatives in Sofia to support local biodiversity, from a dedicated office garden to sponsorship of a local beehive.

The Valtech Garden at our Sofia office, originally cultivated in October 2025, continues to be maintained by a team of employee volunteers. In May 2026, the team carried out an intensive maintenance session, weeding, cleaning, and planting 25 bushes that will grow into a hedge around the garden. Lavender planted back in 2025 is still thriving, and the volunteer team, drawn from across different roles at Valtech, has become a close-knit group through their shared commitment to the garden.

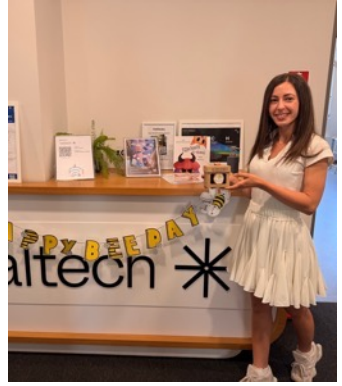
Biodiversity support also extends beyond the office grounds. Valtech is a long-standing sponsor of a beehive through the Real Honey Organisation, and in spring 2026, our Sofia team visited the apiary just outside the city. Wearing full protective clothing, the group met the beekeeper, who explained the bees' working lives and demonstrated feeding techniques, along with safety guidance for the visit. We're happy to report that the visit passed without any stings. To build on the experience, colleagues across Valtech Bulgaria took part in an online bee quiz covering facts about bee biology and behaviour, with prizes of real honey from the adopted hive awarded to those who answered every question correctly. The initiative concluded with a company-wide vote to name the hive's queen bee, drawing over 40 participants; the winning name, Valtesa, was chosen as a nod to both "Valtech" and "queen".

Valtech Bulgaria has also extended its biodiversity efforts into forest restoration, partnering with the Elin Pelin State Forestry Enterprise on an afforestation initiative near Gorno Kamartsi village in Gorna Malina Municipality. In spring 2026, employee volunteers signed up to plant several hundred saplings to help restore a pine forest area affected by a fire in 2024, demonstrating the company's commitment to supporting ecosystem recovery beyond its own office locations.

"These events gave our employees useful knowledge about beekeeping and tree planting – and showed that our joint efforts and desire to live in a greener environment benefit nature for years to come, while creating core memories for us as a team"



Elitsa Maneva
Legal and Commercial Manager and Sustainability Champion, Valtech Bulgaria











Biodiversity Enhancement

Colombia

Tree planting and
film screening

Post-reporting period (2026 initiative)

In August 2025, Valtech Colombia successfully completed its "Siembra un árbol, dejemos una huella" ("plant a tree, make a difference") campaign, planting 40 new trees in a mountainous area of Bogotá. The initiative was made possible by 15 Valtech employees who volunteered their Saturday to take part in the reforestation effort.

As part of the activity, the team learned that eucalyptus, though fast-growing, is an invasive species in the Colombian mountains that consumes large amounts of water and limits the growth of native plants. Reforestation efforts were therefore focused on native species instead, including cedro, hayuelos, amarillos, and saucos, helping to restore the area's natural ecosystem rather than compound the impact of invasive planting.

This initiative reflects Valtech Colombia's commitment to supporting local biodiversity and environmental restoration, while giving employees a hands-on opportunity to contribute directly to the health of their local ecosystem.

In addition, we have an ongoing focus on education. In 2026, we screened a biodiversity-related film in our Bogotá office to help raise awareness and continue the drumbeat of communication on this theme.







“Colombia is one of the most diverse countries in the world. Protecting it is a responsibility we all share.”



Stefany Trujillo Matos
Office Experience Specialist and
Sustainability Champion
Valtech Colombia

Biodiversity Enhancement

Ukraine

Annual tree planting

Each Earth Day, Valtech Ukraine continues one of its valued annual traditions: planting trees to contribute to a greener future and support local ecosystems. Beyond the environmental impact, the initiative also brings teams together to step outside, reconnect with nature, and spend time with one another.

One of the key sites for this tradition is Monastyrskyi Island in Dnipro, where the team has been growing a pine grove year by year, gradually transforming the area through repeated planting.

In April 2025, the tradition took on a new and deeply personal meaning. Teams in Dnipro, Kyiv, Chernihiv, and Vinnytsia planted trees in memory of a colleague who very sadly passed away earlier in the year. Known for her love of nature, people and life, our colleague was remembered through a living tribute - trees planted in her name as a lasting symbol of her kindness, energy and resilience.

The tradition, which has continued in 2026, is a reminder that meaningful environmental impact doesn't always require big gestures: it often starts with simple, consistent actions taken together. This year, it was also a reminder that Sustainability extends beyond the planet to the people and communities who shape it, with actions capable of carrying stories, emotions and connections that grow well beyond the soil. Valtech Ukraine is proud to see this tradition continue to grow alongside its community, nurturing both the earth and the human spirit it represents.

“What makes this tradition special is that we can see its impact year after year. Every tree we plant becomes part of something bigger – a greener place, a shared memory, and a reminder that small actions, when we take them together, can create lasting change.”



Maksim Koshelenko
Senior QA Automation Engineer
Valtech Ukraine











Communications and engagement

Sustainability communications and engagement: global

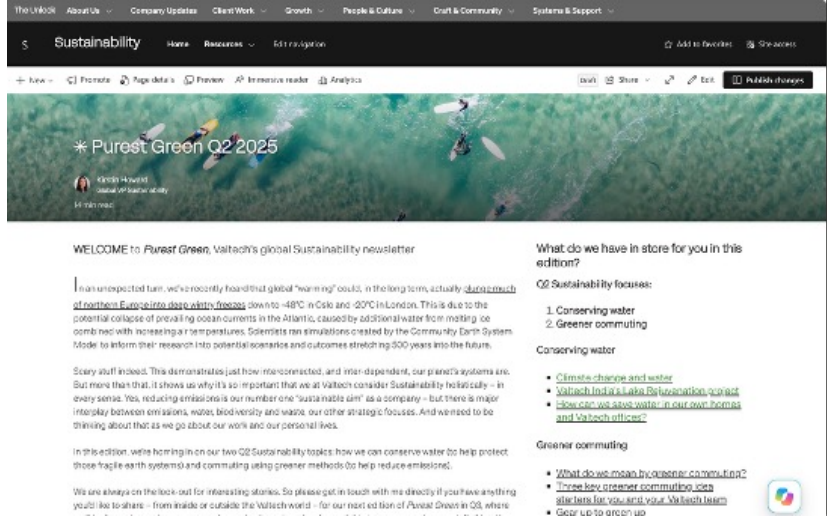
Sustainability only becomes real when people know what's happening and feel part of it. That's why communication and engagement are a core part of how we drive progress across a global, distributed business. Our approach operates at multiple levels – globally and locally. The secret lies in striking the right balance between what we provide centrally, with a small global team – and what we encourage our entities to do themselves. We are continually fine-tuning this collaboration, but our aim is to inspire and guide centrally; while we empower and implement locally.

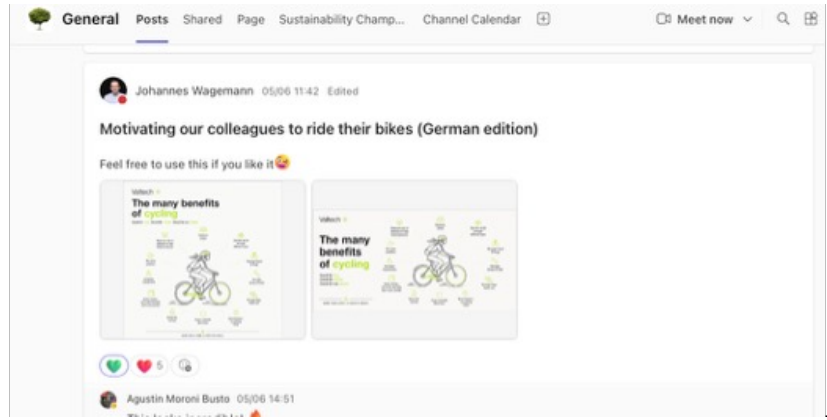
We run a drumbeat of central engagement touchpoints across the year.

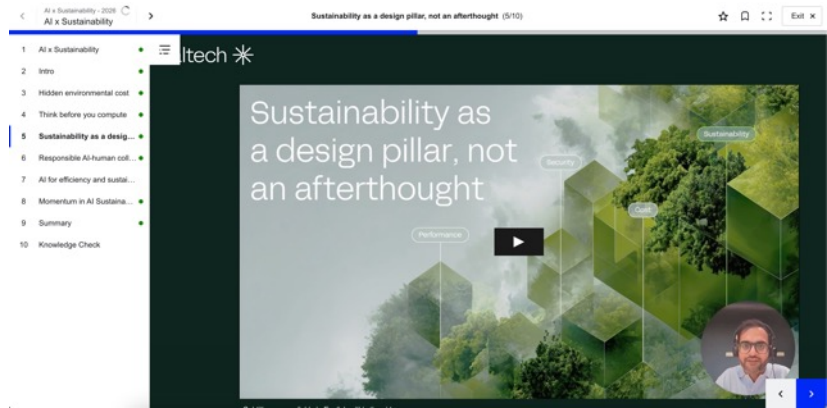
We have a strong community of Sustainability Champions who are the real connectors between our Global Sustainability Team and strategy and our local action. We're proud of the collaborative, highly engaged group we've built – there is at least one Champion per entity; with some entities working in small Champion groups to help spread the work.

Our Sustainability Champions come together for monthly calls, led by our Group VP Sustainability. We have a dedicated Sustainability Champions' Team on Microsoft Teams, enabling us to share ideas and messages in a safe and encouraging space.

There is an application process to become a Sustainability Champion, and we recognise with enormous gratitude that each Champion is taking on this role over and above their day jobs. We also offer training opportunities to our Champions whenever we can – for example, in 2025 we offered Carbon Literacy training and certification, which many of our Champions took up. In the past we have also run 'Climate Fresk' sessions.







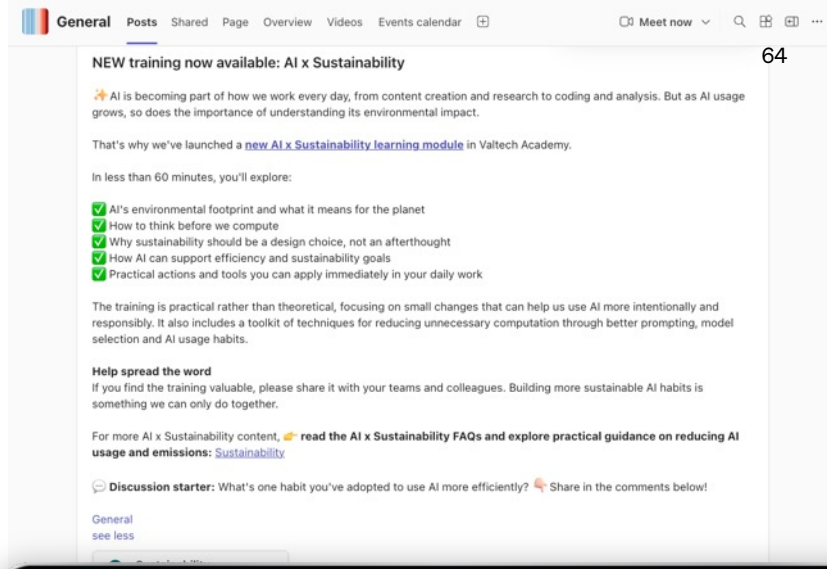
Sustainability communications and engagement: global

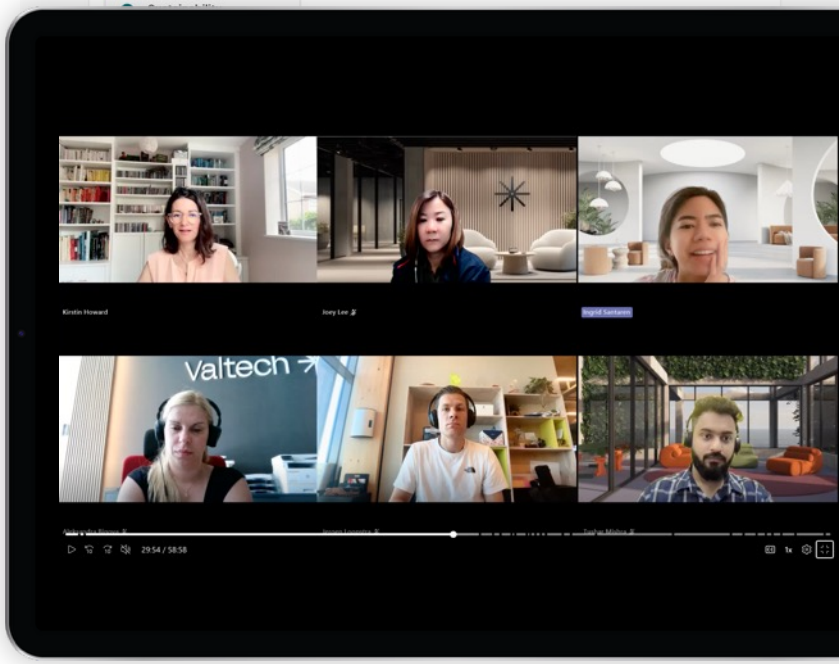
In 2025 we introduced the concept of 'Champion points' to help recognise the Champions who put in the most effort across the year. Champions earn points through specific activities such as implementing initiatives and engaging with the community. At the end of the year we awarded the Champions with the most points small, sustainable prizes in recognition of their exceptional work. In this way, we encourage tangible action and help promote positive examples through the Champions' Community and wider company.

Of course, we also engage our employees across the world on all things Sustainability. Our quarterly, global *Purest Green* newsletter keeps Sustainability visible and relevant across the business. We have a Global Sustainability Team on Microsoft Teams that anyone in the company is welcome to join and contribute to – there are regular posts on sustainable ideas people have come across, initiatives we're doing as a company, interesting events and more.

Each entity is invited to an annual emissions playback session, bringing together their Managing Director, Finance Director, People & Culture Lead and Sustainability Champion to review progress and plan for the year ahead. This ensures that entity-level accountability sits with local leadership, not just the Global Sustainability Team. Of course, we also share overall progress with our Executive Committee and other stakeholders such as our investors and many clients.

Finally, we deliver global trainings. Everyone who joins the company has to complete a mandatory Sustainability module as part of their onboarding, produced by the Global Sustainability Team. In 2026 we created and launched a global training module on AI x Sustainability for our people, unpacking the environmental footprint of AI and providing a tangible toolkit on how to reduce it in our day-to-day work.







Sustainability communications and engagement: local

Valtech is present in 27+ countries, meaning we have a diverse workforce and many different local cultures. While we aim for consistency in our global Sustainability communications and engagement, we actively encourage our entities to engage their employees in ways that are appropriate and effective for their local contexts.

It is this latitude which has enabled real creativity from some of our teams as they have tried and tested different engagement methods. Often this will be in the form of physical events – which can really help capture people's imaginations in the way that a written piece of communication might struggle to. You can read examples of these peppered through this report – although this is only a small sample of what our entities have delivered over the past few years, with many having organised litter picks, volunteering days, nature days and exercise challenges.

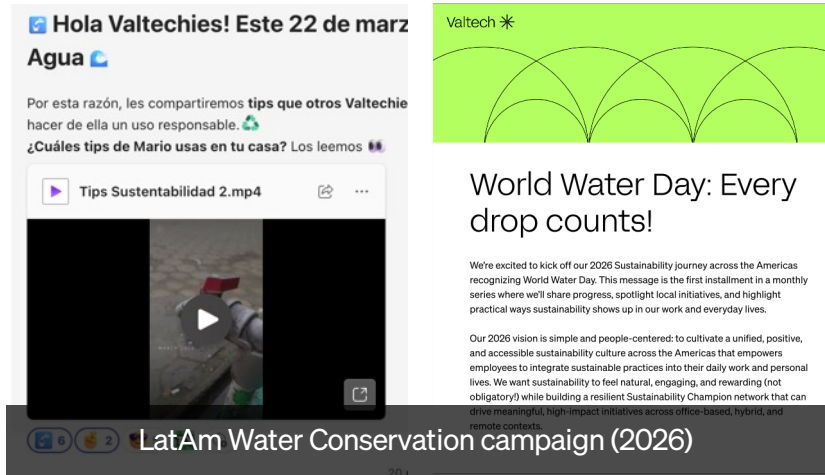
Some things, though, are best captured in written form. Several of our regions and entities, including the Americas, DACH and the UK, complement "real life" events with their own local Sustainability newsletters, channels and emails, tailoring the messaging and content to what matters most to the people in their areas. In addition, several of our entities, including Valtech France and Valtech India, have set up local Sustainability Councils.



'Green apéro' in our Paris office (2026)



'Digital collage' (part of the Climate Fresk) in our Paris office (2026)



LatAm Water Conservation campaign (2026)



Close-ups from Sustainability Champions around Valtech









Spotlight: Introducing our Brazil Sustainability Champions

Gabrielle Ribeiro, Isadora Costa, Fabiano Fernandes, Rafaella Silveira, Rafaely Melo

Hello! We're the Valtech Brazil Sustainability Champions.

What being a Sustainability Champion means to us

Being Sustainability Champions means turning sustainability into practical, everyday actions by engaging people and demonstrating that small initiatives can create a meaningful collective impact. The goal is to connect employees, strengthen a culture of sustainability, and make it an integral part of the workplace experience and the communities where we operate.

Bringing it home: how we practise what we preach

Sustainability is also part of our daily lives. We try to make conscious choices by reducing waste, recycling whenever possible, using reusable products and being mindful of our energy and water consumption. We also enjoy encouraging friends, family, and colleagues to adopt small sustainable habits, because we believe that lasting change starts with individual actions that inspire others.

What sets Valtech's sustainability approach apart

What sets Valtech apart is its collaborative approach to sustainability, empowering employees to propose, lead, and implement their own initiatives. Rather than treating Sustainability as a series of isolated actions, we strive to build a continuous culture of awareness, encourage the sharing of best practices across countries, and create meaningful local impact by connecting sustainability, innovation, and employee experience.

Spotlight: whistle-stop tour of our Brazil Sustainability initiatives

Key initiatives we've delivered over the past year

We have organised Sustainability initiatives across Brazil and the Americas. Highlights have included:

- A regional eWaste collection campaign involving offices in six countries, encouraging the responsible disposal of IT equipment
- Launching the inaugural Valtech Green Experience at the Rio Vermelho Park Reserve in Florianópolis, featuring an ecological trail, a composting workshop and the planting of native tree seedlings
- Adding native and air purifying plants to the Brazilian offices
- Producing monthly Sustainability newsletters for the Americas
- Creating a permanent channel for employees to submit Sustainability ideas
- Developing awareness campaigns focused on recycling, water conservation and sustainable mobility

In the pipeline

- Increase employee engagement on Sustainability
- Organise additional Valtech Green Experiences in different locations
- Strengthen recycling and responsible disposal campaigns
- Promote more educational initiatives
- Expand the Sustainability Champion network across the Americas.
- Create more opportunities for employees to participate actively in environmental and social impact projects within the communities in which Valtech operates









Spotlight: Introducing our Bulgaria Sustainability Champion

Elitsa Maneva

Elitsa Maneva

My name is Elitsa and I'm a Legal and Commercial Manager at Valtech Bulgaria. In 2022, I studied at the Institute for Sustainability Leadership of the University of Cambridge and was awarded a Certificate of Business Sustainability Management. I have a deep knowledge of the regulatory environment and international policy, including practical topics such as production and consumption, design, technology and planning for Sustainability, collaboration and partnerships with Sustainability organisations, and other related topics.

Therefore, it came naturally to apply for a Sustainability Champion position in January 2025 since this is a great opportunity to put my theoretical knowledge of sustainability into practice and make a difference in our working lives in the Bulgarian offices.

What being a Sustainability Champion means to me

Being a Sustainability Champion gives me the opportunity to share my knowledge on sustainability and engage my colleagues into meaningful initiatives whose main aim is to partner with our planet Earth without affecting her natural habitat.

Bringing it home: how I practise what I preach

From a personal perspective, I am an active recycler (of plastic, paper, glass, clothes and shoes), who avoids buying one-time plastics, uses canvas shopping bags and cycles where possible, avoiding driving as a whole.

This proves my true interest in sustainability and my readiness to participate and develop actively in this field, which I have done since taking the Sustainability Champion position.

What sets Valtech's sustainability approach apart

The difference in Valtech's Sustainability approach is that it genuinely "employs" Sustainability Champions who really care about sustainability and have the required creativity and passion to organise initiatives and attract Valtech employees to those. In other companies, the Sustainability work seems to be more "pro forma" rather than practical, with hands-on initiatives. With Valtech, most of the initiatives require your actual, physical engagement, which gives you the opportunity to reflect on the work done and its impact on the environment and society.

Spotlight: whistle-stop tour of our Bulgaria Sustainability initiatives

Key initiatives we've delivered over the past year

- eWaste collection (May 2025): The Bulgarian offices collected over 470 kg of e-waste
- Creation and continued cultivation of our very own "fairytale" Valtech Garden in Sofia (initiated October 2025; ongoing)
- Expired medicine collection event (February 2026)
- Tree planting (April 2026): Valtech employees from the Sofia office took part in a joint initiative with the Elin Pelin State Forestry Enterprise
- Beehive Visit (May 2026). To mark World Bee Day, Valtech Bulgaria held a series of events, including an apiary visit and bee quiz

In the pipeline

- → Continued annual eWaste collection initiatives, in addition to continuing to provide battery collection points in our Sofia and Veliko Tarnovo offices
- → Organising clothes collections (to be donated to charities)
- → Organising plastic collections in return for new books
- → Creating bilingual water saving signs to replace the previous ones in the office toilets and kitchen
- → Developing car-sharing application using employees on the bench
- → Playing the Sustainability Bananas Game in teams at our office to raise awareness of emissions reduction
- → Organising a Bike Teambuilding Day to promote the benefits of cycling
- → Introducing more air-purifying plants into the office











Spotlight: introducing our Colombia Sustainability Champions

Stefany Trujillo Matos

Stefany Trujillo Matos

Hi, I'm Stefany. I've been with Valtech for almost three and a half years, moving through different roles until landing in my current one as Office Experience Specialist for our Bogotá office.

I grew up in a truly unique place in the world – where the mountains of the Sierra Nevada de Santa Marta meet the Colombian Caribbean, among fishing villages, rivers and indescribable biodiversity. Ever since I was a little girl, I've dreamed of protecting the environment. I watched my town's traditional fishing slowly disappear. I saw droughts make clean water harder to get, and floods hit us just as hard. I even watched the snow on our mountains melt away. But I also saw the good side: that same big mountain kept us safe from hurricanes on the Caribbean coast.

That contrast, nature's fragility and its power to protect us, is why Sustainability matters so deeply to me.

What being a Sustainability Champion means to me

What motivated me to take on this role was simple: my love for nature and my commitment to protecting it. Being able to combine my personal story with this role means a lot to me – it lets me contribute my grain of sand to raising awareness, and to help others see what I saw growing up.

Bringing it home: how I practise what I preach

In my daily life, I practise active recycling at home, walk to the office every day instead of using a car or public transport, and try to choose clothing based on more sustainable materials. I also give a second life to plastic items when I can't find eco-friendlier alternatives.

What sets Valtech's sustainability approach apart

What stands out to me is the genuine enthusiasm colleagues bring to Sustainability. There is real energy behind creating awareness, involving employees, and connecting our global Sustainability ambitions with local, everyday initiatives inside the office.



Spotlight: introducing our Colombia Sustainability Champions

Andrea Granda

Andrea Granda

My name is Andrea, and I have been working at Valtech for almost four years. I am currently the Global Procurement Project Lead. I believe Procurement can make an important contribution to Valtech's sustainability goals because many of a company's environmental impacts sit within its supply chain. Through the suppliers we select, the questions we ask, and the standards we promote, Procurement can encourage more responsible practices across our supplier ecosystem.

I am from Colombia, a country with extraordinary biodiversity. That has strongly influenced my personal connection to Sustainability. Nature is very important to my overall wellbeing, and I care deeply about preserving biodiversity, water sources and natural environments.

What being a Sustainability Champion means to me

Being a Sustainability Champion means giving something back. It means setting aside time within a busy working schedule to support initiatives that can benefit the planet, the company, and the communities around us. It also means helping Sustainability become part of everyday business decisions rather than treating it as a separate topic. Through Procurement, I hope we can encourage our suppliers and clients to pursue Sustainability goals that are aligned with Valtech's ambitions, or even more ambitious.

For me, it is also about inspiring others. Even small actions can create awareness, influence behaviour, and encourage colleagues to become more involved.

Bringing it home: how I practise what I preach

In my personal life, I purchased approximately 100 trees to help protect a water source near my home.

I also attended a webinar on trees, plants and biodiversity in Colombia, where I learned how different native tree species can attract and support particular birds and other wildlife.

What sets Valtech's sustainability approach apart

The spirit of our colleagues: that has shaped our focus this year. We have found that high-engagement initiatives that prove meaningful change starts with people, not price tags. Through internal communications, educational talks delivered by our partners and activities that build awareness and participation, we've shown that a real impact comes from creativity and commitment.

Spotlight: whistle-stop tour of our Colombia Sustainability initiatives

Key initiatives we've delivered over the past year

- Supported internal initiative promoting awareness of Colombia's biodiversity, including screening of a biodiversity-related film in the office
- Organised a tree planting activity
- Promoted support for Botellitas de Amor, a foundation that collects plastic bottles filled with flexible plastic waste and uses the recovered material in construction and social impact projects
- Researched and identified environmentally friendly options and suppliers
- Led conservation talks covering topics such as water care and recycling
- Run internal Sustainability campaigns to keep the team engaged and informed

In the pipeline

- Continuing to promote biodiversity, recycling and environmental awareness initiatives in Colombia
- Exploring additional partnerships with local foundations and organisations that can help us deliver meaningful initiatives
- Hosting quarterly talks on biodiversity, water conservation and Colombia's native species
- Running further corporate volunteering activities with local foundations, such as Botellitas de Amor, directly from the office
- Organising employee clothing/item swap day to encourage textile recycling and reuse
- Continuing our personal reforestation, biodiversity and water source protection projects, particularly those connected to water protection and native tree planting
- Attending more webinars and completing further Sustainability certifications to keep growing our knowledge









Spotlight: introducing our India Sustainability Champion

Tushar Mishra

Tushar Mishra

Hi, I'm Tushar Mishra, part of the People & Culture team at Valtech India and a Sustainability Champion.

What being a Sustainability Champion means to me

Sustainability matters to me because it is about making responsible choices today that create a positive impact for tomorrow. As a Sustainability Champion, I enjoy helping turn awareness into action, encouraging colleagues to get involved, and contributing to a culture where small actions collectively make a meaningful difference.

Bringing it home: how I practise what I preach

I try to make sustainability part of my everyday routine by reducing single-use plastics, conserving energy and water, choosing digital over paper whenever possible, and being mindful of waste. I believe lasting change comes from small, consistent actions rather than occasional big efforts.

What sets Valtech's sustainability approach apart

What stands out to me is that sustainability at Valtech feels collaborative and people-driven. While we have a clear global vision, local teams and champions are empowered to contribute ideas and drive meaningful action, making sustainability a practical part of our culture rather than a separate initiative.

Spotlight: whistle-stop tour of our India Sustainability initiatives

Key initiatives we've delivered over the past year

- Supported Sustainability awareness and engagement initiatives across our India offices, including tree plantation activities in Pune, participation in Sustainability initiatives and surveys and promoting environmentally responsible workplace practices

What we are most proud of is not a single initiative, but the growing enthusiasm from employees who are increasingly contributing ideas, participating in activities and making Sustainability part of everyday conversations

In the pipeline

- Focussing on increasing employee participation
- Encouraging more employee-led Sustainability ideas
- Raising awareness around waste reduction and responsible consumption
- Supporting biodiversity and community-focused environmental initiatives across our locations









Spotlight: introducing our UK Sustainability Champion

James Lilwall

James Lilwall

I'm a Senior Product Manager and Valtech's UK Sustainability Champion, with a particular focus on public-sector digital transformation, systems thinking and responsible technology.

Sustainability is important to me because the services, products and organisations we help to shape have consequences that extend beyond their immediate users. The decisions we make influence energy consumption, carbon emissions, resource use, accessibility and wider social value. I believe sustainability should therefore be treated as part of good product and delivery practice, rather than as a separate activity.

My interest is particularly in turning commitments into practical, measurable changes that colleagues and delivery teams can apply in their everyday work.

What being a Sustainability Champion means to me

Being a Sustainability Champion means translating ambition into meaningful action. It involves creating ways for colleagues to participate, connecting people across locations and disciplines and helping teams incorporate sustainability into client delivery as well as our internal operations.

It also means maintaining momentum. Sustainability work can easily become a series of isolated activities, so an important part of the role is building structures, resources and relationships that allow the work to continue and develop over time.

Bringing it home: how I practise what I preach

I'm lucky enough to have an allotment and a small patch to grow vegetables in my tiny back garden – It's satisfying to grow your own fruit and vegetables, I keep the herbs, lettuce and vegetables that need frequent watering close so I can access them quickly whilst root vegetables, apples, etc are in the allotment. Its been a challenge this year for the allotment with the drought, so the harvest is smaller than usual. I try and live a low-waste and low-carbon lifestyle as far as I can and spend time in nature. Living in Bristol, with easy access to Wales, the coastline and the Westcountry, there's plenty of opportunity for that.

What sets Valtech's sustainability approach apart

What I value about Valtech's approach is the combination of global ambition and local ownership. We have access to international expertise and direction, but Champions and colleagues are also trusted to identify what will make the greatest difference within their markets.

There is also an opportunity to integrate sustainability directly into our core work. Rather than limiting it to office operations or annual reporting, we can incorporate it into product strategy, technology choices, bids, delivery methods and the advice we give our clients.

Valtech's collaborative culture also makes it possible for sustainability to be treated as a shared responsibility rather than the responsibility of a small specialist team. We are still developing and there is more to do, but there is a genuine willingness to test ideas, measure progress and continually improve our approach.

Spotlight: whistle-stop tour of our UK Sustainability initiatives

Key initiatives we've delivered over the past year

- Developed UK Sustainability SharePoint Hub, launched April 2025, to provide colleagues with central source of guidance, events, training, updates and opportunities
- Introduced UK Sustainability Champion and Partner model, creating a network of local representatives across London, Manchester and Bristol – giving colleagues local contacts while enabling national initiative coordination
- Led Valtech UK's involvement in Green Digital Sustainability Alliance, representing Valtech in cross-industry discussions; helping us collaborate in emerging public- and private-sector sustainability practices
- Instigated mandatory green software training course for UK colleagues, building understanding of environmental impact of digital products and how to reduce it
- Built reusable sustainable delivery approach for bids and client projects, covering training, carbon-conscious delivery choices, sustainability criteria in definitions of ready/done, team carbon charters, travel guidance and consistent measurement and reporting
- Started developing UK Sustainability dashboard and delivery backlog for consistent initiative tracking
- Supported employee Sustainability benefits, including partnerships for home solar panels and heat pumps; explored ethical and sustainable pensions
- Introduced national Sustainability goals into colleagues' personal objectives, helping to make Sustainability part of individual development and everyday decision-making
- Worked with colleagues to strengthen connection between Sustainability and Social Value within public-sector bids and delivery commitments
- Produced internal communications covering topics such as green software, energy demand, carbon reduction planning and colleague involvement



UK Sustainability and Social Value Hub

In the pipeline

- Shifting focus from establishing the programme's foundations to increasing participation and measurable impact
- Expanding the Sustainability Partner network to include our Edinburgh office
- Embedding Sustainability more consistently into objectives and delivery practices
- Improving evidence captured through our Sustainability dashboard
- Exploring volunteering partnerships across Bristol, Manchester, London and Scotland, alongside continuing work on employee benefits, ethical pensions and practical support for lower-carbon lifestyles
- Reviewing Sustainability impact of catering, merchandise and other purchased goods – to help us identify practical opportunities to reduce waste and make more sustainable purchasing choices



Our alignment with the UN Sustainable Development Goals (SDGs)

Progress towards the Sustainable Development Goals (SDGs)

At Valtech we seek to support several of the UN's SDGs with our continuing work across Sustainability, Diversity & Inclusion and governance.

Our Sustainability work in particular supports:

- SDG 7: Affordable and Clean Energy
- SDG 13: Climate Action

We can evidence support of these SDGS with "hard" data.

Our Sustainability work also supports the following SDGs in a lighter way:

- SDG 12: Responsible Consumption and Production
- SDG 15: Life on Land

We can evidence this support with "soft" data such as case studies.



Valtech's progress towards the SDGs (key focuses)

We have identified four SDGs against which Valtech has the most impact from a Sustainability perspective.

We have described our progress against each of these. As already stated, SDG 7 and SDG 13 are the two SDGs which we see as being our *key focuses.*



SDG 7: Affordable and Clean Energy

Valtech is actively investing in renewable energy, helping to drive greener electricity grids as well as bolstering demand for and therefore supply of renewable solutions. We are aiming to increase our proportion of renewable vs. non-renewable electricity consumption year-on-year.

In 2025, 20% of the electricity we used in our offices came from renewable generation certified by supplier EACs (Energy Attribute Certificates) via one of the sources listed below. This includes:

- Direct investment at our Bengaluru office, where we have financed and implemented rooftop solar panels covering 35% of this office's electricity needs. This has led to a 50% drop in electricity-related emissions in this office from 2023 (before the panels were installed) to 2025, as well as enabling us to export green energy to the local grid, with 22,000+ kWh exported in 2025
- Indirect investment by selecting offices which are partly powered by existing on-site solar panels e.g. Utrecht, Dubai
- Indirect investment by moving our offices to renewable electricity contracts (using energy attribute certificates) in countries where these are available e.g. Denmark, France, Germany, UK



SDG 13: Climate Action

Valtech has identified that our key environmental impact is emissions. We recognise the widespread negative impacts caused by climate change and we are actively engaged in the fight against it.

This led us to establish our Sustainability function, strategy and programme of work, including Sustainability Plans and Champions for each of our entities and a significant range of initiatives across all emissions Scopes.

Crucially, it also led us to set our SBTi-validated emissions reduction targets and to track our emissions progress year-on-year, vs. our 2019 baseline year. So far, we have achieved:

- 38% reduction of Scope 1 and 2 emissions vs. our revised 2019 value
- 49% per employee reduction of Scope 3 emissions vs. our revised 2019 value

Valtech's progress towards the SDGs (secondary focuses)

We have identified four SDGs against which Valtech has the most impact from a Sustainability perspective.

We have described our progress against each of these. As already stated, SDG 12 and SDG 15 are the two SDGs which we see as being our *secondary focuses*.



SDG 12: Responsible Consumption and Production

Every Valtech entity is required to produce an annual Sustainability Plan. Waste Minimisation is one of the four focus areas for these Plans. As such, Valtech strongly encourages all its offices to minimise waste by consuming less overall, by using fewer single-use items, and buying items with less packaging. Where we do need to consume items, we require our offices to recycle wherever possible.

Examples of our achievements in this area include:

- Multiple offices collect eWaste such as batteries for safe, environmentally responsible disposal. E.g. Utrecht, Buenos Aires, Brazil, Florianópolis. Our Sofia office organised an eWaste collection event for safe and environmentally-friendly recovery/recycling of old electronic items, including employees' personal devices
- Multiple offices provide reusable containers for employees to bring food in or buy it from local cafés/restaurants, reducing the need for single use packaging e.g. Paris and Singapore offices
- Our India offices have moved from disposable plastic to areca palm plates, eliminated balloons from events and switched to bamboo tissues



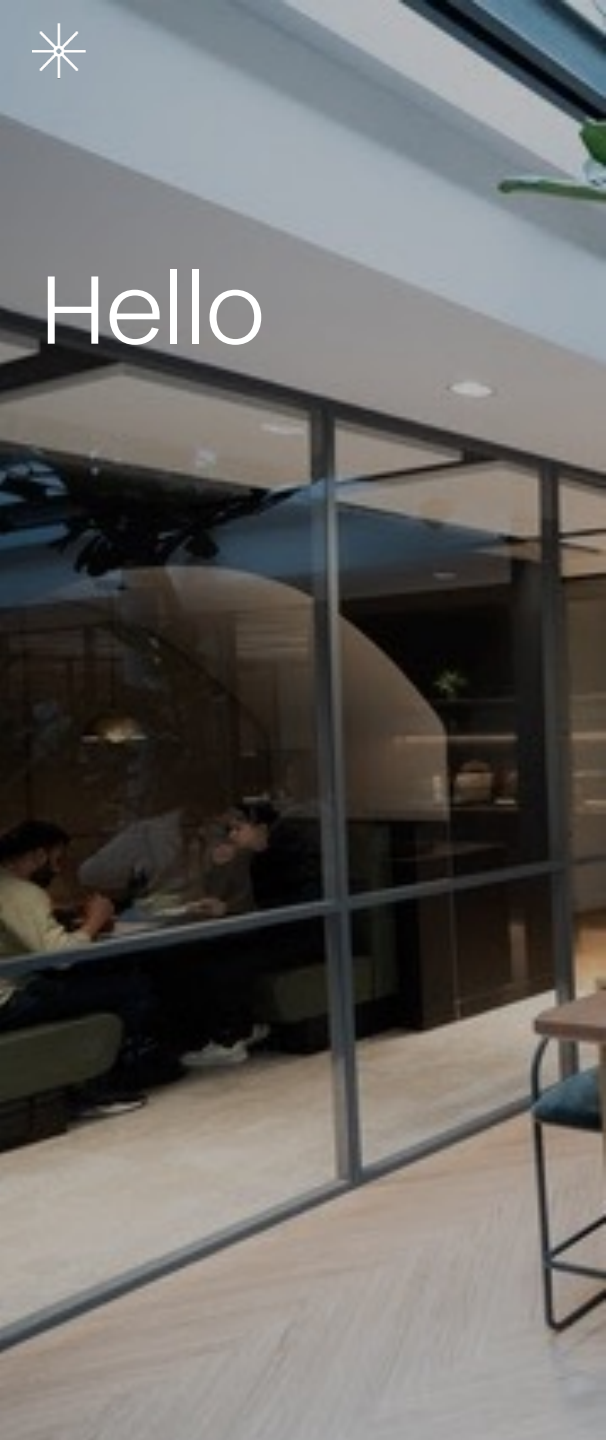
SDG 15: Life on Land

Biodiversity Enhancement is another of the four focus areas for our entities' Sustainability Plans. Valtech strongly encourages our people to take action on biodiversity whilst recognising that our potential impact is tempered by the restrictions of our office estate, which is 100% leased; and mostly with little to no outside space. Nonetheless, we are determined to do what we can, with teams often organising events focussed on biodiversity enhancement outside the office. Examples of our initiatives so far include:

- Lake rejuvenation project: Valtech India sponsored and oversaw the desilting of an initial 10 lakes in the Kolar district (in Phase One, with more desilted in Phase Two), helping restore biodiversity, support farmers' livelihoods and reduce the need for environmentally damaging artificial fertilisers
- Tree planting at scale: Valtech India sponsored the planting of 1001 trees which will be nurtured and monitored over time to ensure they become effective for carbon sequestration
- Team tree planting events, e.g. in Bulgaria, Colombia, North Macedonia, Ukraine
- Cultivating office gardens as "pollinator paradises" with native plants, bug hotels, squirrel and bird houses etc. E.g. Sofia



SECTION B: HEALTH AND SAFETY



Hello

At Valtech, our people are our greatest asset. Creating safe and healthy working environments is therefore fundamental to our success as a business and to our ability to deliver exceptional outcomes for our clients. Health, safety and environmental performance is not viewed as a compliance exercise, but as an integral component of responsible business management, operational excellence and long-term value creation.

As a global organisation operating across multiple countries, regulatory frameworks and workplace environments, we recognise that the health, safety and environmental landscape continues to evolve. Organisations today face a wide range of challenges, including changing patterns of work, increasing focus on employee wellbeing, emerging psycho-social risks, and growing stakeholder expectations regarding responsibility. Against this backdrop, maintaining strong governance, effective risk management and a positive safety culture has never been more important.

Throughout the year, we have continued to strengthen our approach to health, safety and environmental management by developing consistent standards, supporting local teams, improving risk management processes and promoting a culture in which everyone has a role to play. We believe that a safe and healthy workplace is created not only through systems and procedures, but through engagement, accountability and collaboration at every level of the organisation.

Our commitment extends beyond the prevention of injury and ill health. We are equally focused on supporting employee wellbeing, ensuring that the decisions we make today contribute positively to the long-term resilience of our business and the communities in which we operate.

This section of the report provides an overview of our health, safety and environmental performance during the reporting period, highlights key achievements, and demonstrates our commitment to transparency and continual improvement. While we are proud of our performance, we recognise that health, safety and environmental excellence is a journey rather than a destination. We remain committed to learning, adapting and continually strengthening our performance in line with evolving risks, opportunities and stakeholder expectations.



Gary Dickenson

Valtech Group Health, Safety and Environmental Advisor

Global Health, Safety and Environmental Policy

Our new global health, safety and environmental policy was issued in 2025. It defines the areas that are particularly important to our business and explains the mechanisms we use to meet our commitments to improve performance.

The first part of the policy, our Policy Statement, is supported by the Health, Safety and Environment Framework, which outlines how Valtech manages health, safety and environmental matters, including responsibilities and arrangements.



Global Health and Safety Performance

Global Health, Safety and Environmental Performance

During the reporting year:

- No enforcement contact was made by regulatory authorities.
- No notices, fines, prosecutions or other formal interventions were issued, reflecting our continued commitment to regulatory compliance across all areas of our operations.

Accidents

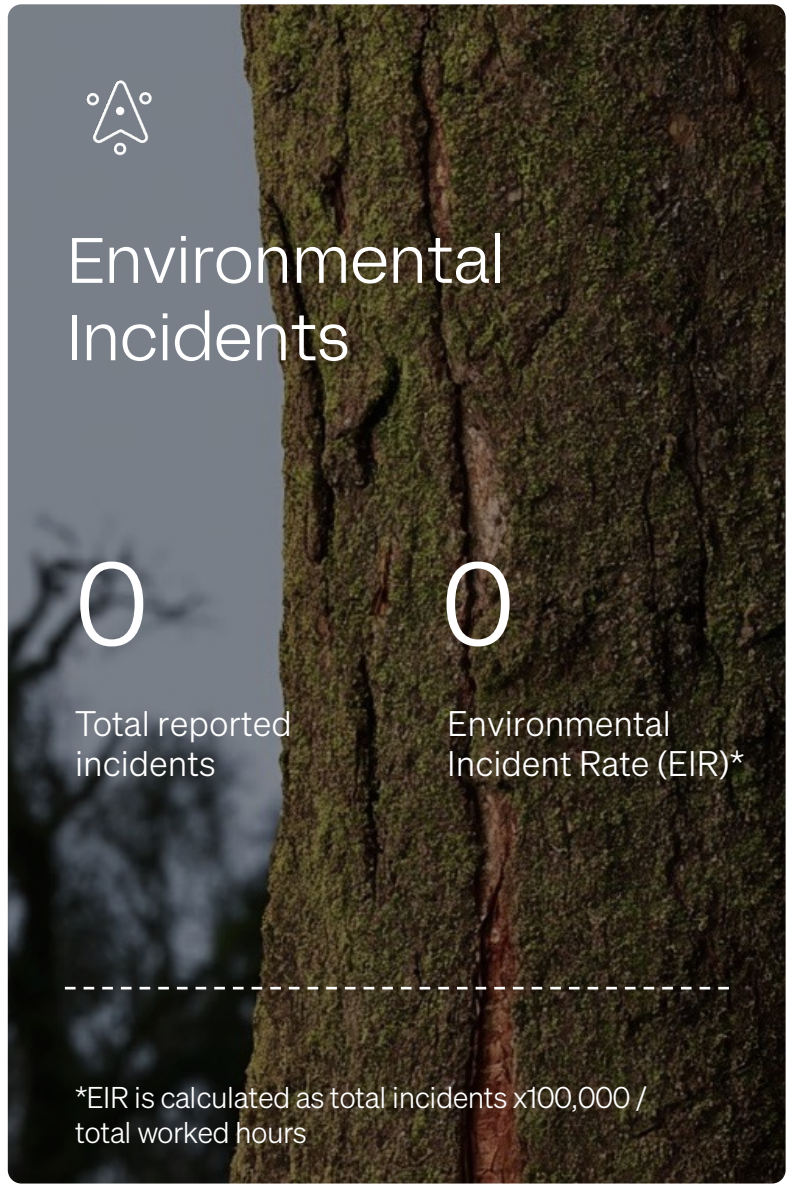
0

Total reported accidents = 0

0

Accident Incident Rate (AIR)*

*AIR is calculated as total accidents x100,000 / total worked hours



Environmental Incidents

0

Total reported incidents

0

Environmental Incident Rate (EIR)*

*EIR is calculated as total incidents x100,000 / total worked hours


Thank you
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