



Vistatec Environmental Report

FY25



vistatec

Executive Summary

As a professional services organization, our environmental footprint is primarily associated with Scope 3 indirect impacts of our operations—energy usage, employee commuting, business travel, supply chain activities, and the products and services we procure.

While our operational emissions are comparatively low, we understand that every organization has a responsibility to contribute meaningfully to a sustainable future.

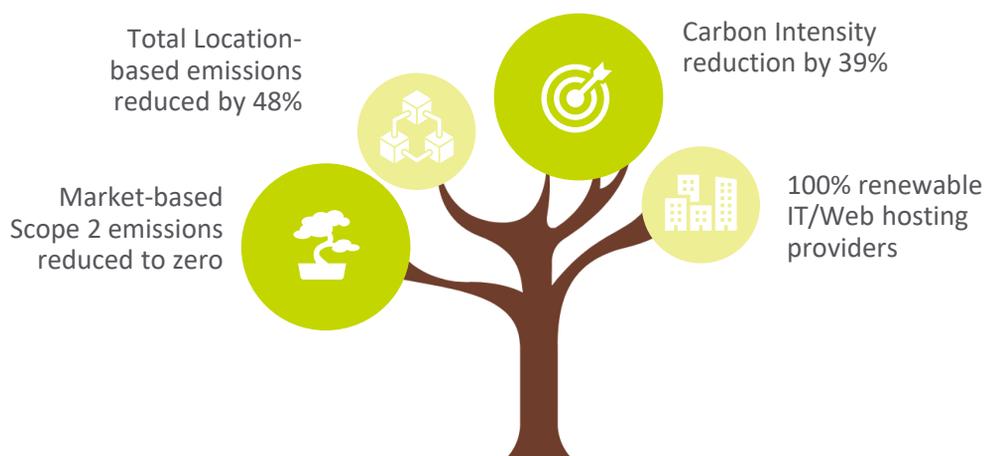
Vistatec made the SBTi commitment to reduce Scope 2 emissions by 42% by 2030 from a 2021 base year, and to measure and reduce our Scope 3 emissions. By end of FY25, we reached the outlined goals faster than target.

We eliminated our market-based Scope 2 emissions, choosing carbon neutral IT providers and improving data quality for other Scope 3 categories.

Carbon intensity was reduced from 7.2 to 4.4 tCO₂e per € million revenue representing a 39% improvement in carbon intensity year-on-year, demonstrating substantial gains in operational efficiency and lower emissions relative to business growth.

Moving forward, we are on a journey to Net Zero assessing new initiatives and allowable offsets.

Performance Highlights



Organizational Boundary and Reporting Approach

- **This report follows the Greenhouse Gas Protocol Corporate Standard, applying an operational control approach to define boundaries.**
 - Vistatec's primary office operations in Dublin, Ireland, where the company (until recently¹) occupied two floors of a multi-tenant building.
 - All remote employees, including those working from home on a permanent or hybrid basis.
 - External supplier linguists, contracted through various global service providers.
 - Operational activities that Vistatec directly manages or can influence, including products and services purchased, business travel, commuting, and waste.
- **Emissions are reported across the three GHG Protocol scopes:**
 - Scope 1: Direct emissions from owned or controlled sources — not applicable; the Company operates no owned fuel-consuming assets.
 - Scope 2: Indirect emissions from purchased electricity, heat, or steam — reduced to zero through renewable energy procurement.
 - Scope 3: Indirect emissions within the value chain — material and the focus of decarbonization actions. Emission factors are based on the most current national and international datasets applicable to the locations in which we operate.

Scope 1 and 2 Emissions

- **Scope 1 Emissions: 0 tCO₂e**
 - We operate with no direct emissions sources, such as owned vehicles, generators, or on-site fuel combustion systems. As such, our Scope 1 emissions remain at zero, consistent with prior reporting periods.
- **Scope 2 Emissions**
 - Market-Based: 0 tCO₂e
 - Location-Based: Reduced to 25.23 tCO₂e through renewable sourcing and smaller office footprint.

This year marks a significant achievement: we have successfully reached zero Scope 2 Market-Based emissions. Our Location-Based (based on local grid) are also down significantly – by 71.5% from our 2021 base year, and 33% from our last reporting year.

This improvement was made possible by switching to a 100% renewable electricity provider and by reducing our office footprint to better align with remote/in-office hybrid working model.

¹ Vistatec is relocating to The Eight Building in Dublin's Newmarket on Jan 1, 2026. This modern building has been finished to the highest of standards and benefits from a Building Energy Rating (BER) of A3 and LEED Gold Building Certification.



Scope 3 Emissions

Scope 3 emissions represent most of the remaining environmental impact.

Key Categories:

1. Business Travel
2. Purchased Goods and Services
 - Operations
 - Sales and Marketing
 - Governance
 - Office Infrastructure
 - Software and Data Centers
 - Capital Goods
3. Employee and Linguists Commuting
4. Waste Management
 - Contributes 0.005% of overall emissions
5. Upstream Energy Use
 - Contributes 7.63% location based and 0% market based, further reduction is outside our control.

Scope 3 emissions were reduced by 33% to 432.79 tCO₂e (Location Based) and 425.16 tCO₂e (Market Based)

1. Business Travel

Direct reporting is provided from our TravelPerk platform which uses the Watershed platform to calculate emissions based on the CEDA methodology — a GHG Protocol-aligned model.

We continue to purchase carbon offsets through the platform to compensate for business travel emissions. These offsets were sourced and retired on Vistatec's behalf as part of TravelPerk's GreenPerk offering.

In FY 25, offsets equivalent to 141.97 tCO₂e were purchased to match emissions from flights, hotels, and related travel booked through the platform.

In line with ISO 14064-1:2018 and the GHG Protocol, offsets are not subtracted from the reported gross emissions. All offsets are reported separately and transparently as a climate-related action undertaken outside of the organizational boundary.



2. Purchased Goods and Services

Cloud services companies provided complete emissions data for the first time.

Telecom/Web hosting providers are 100% renewable operations and Net Zero verified.

Other emissions in this category were calculated using spend-based emission factors from the U.S. EPA EEIO dataset.

3. Employee and Linguists Commuting

Data is collected through a staff survey to assess commuting frequency, distance, and mode of transport. 250 out of 350 employees responded (an 8% YOY improvement), and the results were extrapolated to represent the entire workforce.

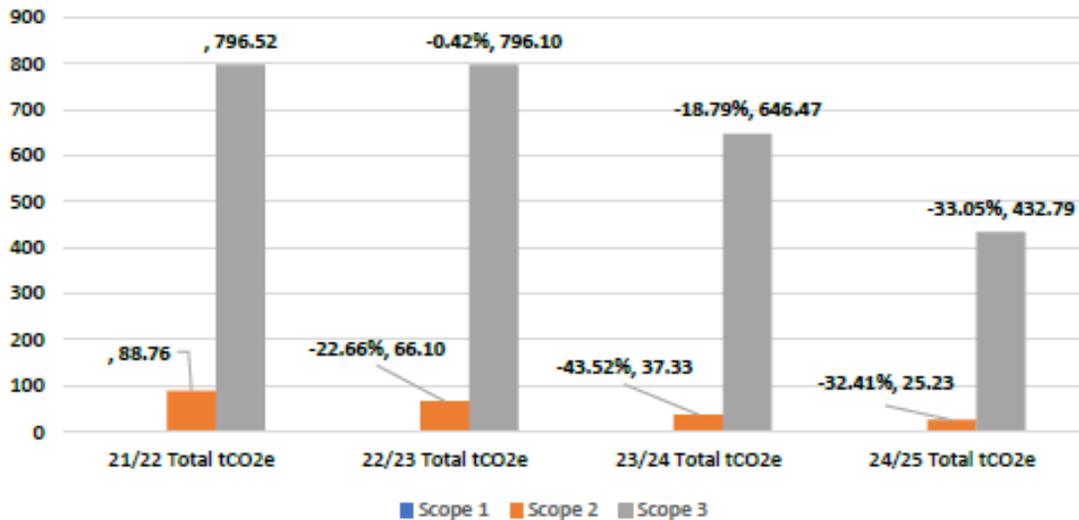
We aim to improve participation to minimize extrapolation in coming years by making responding mandatory.

We also calculate emissions from supplier linguists, who work remotely and deliver contracted work through third-party agencies. Total hours worked were obtained and converted to full workdays using a standard 8-hour day assumption. These were multiplied by the same DEFRA homeworking emissions factor for consistency.

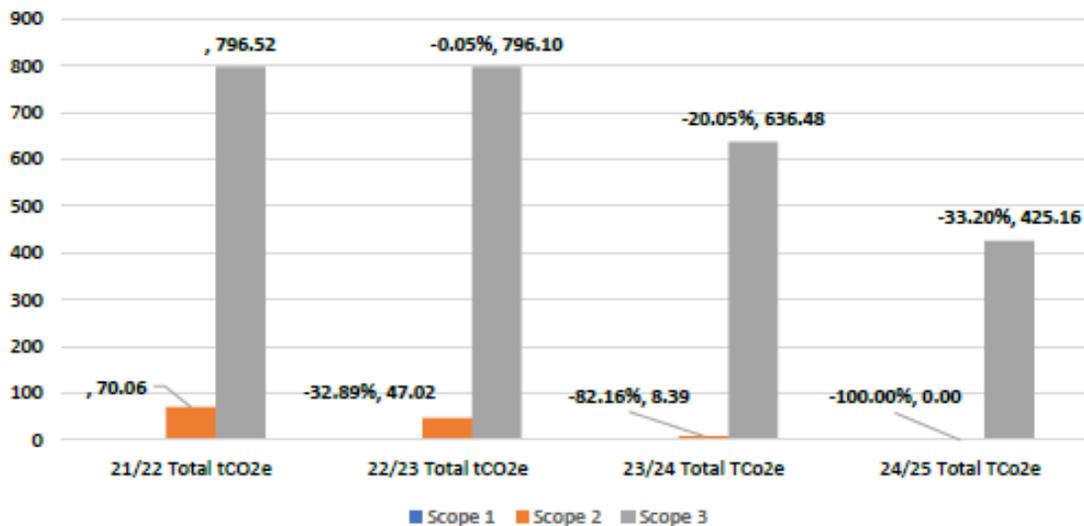


Emissions Year-on-Year – Comparison and Progress

Total Emissions by Scope Year on Year- Location Based (tCO2e)

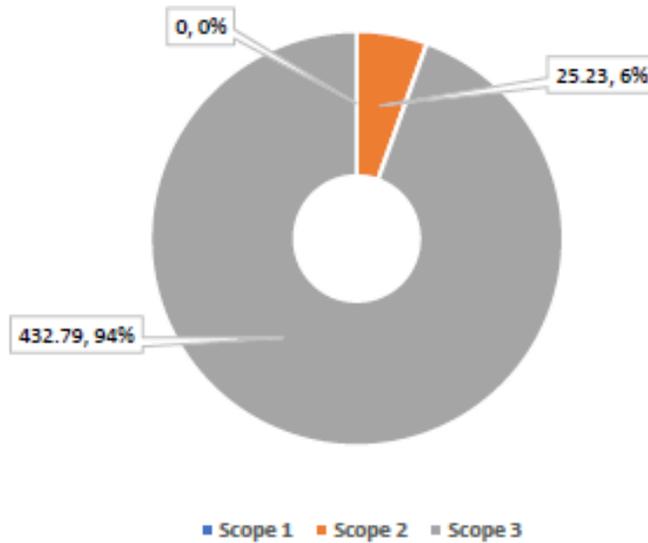


Total Emissions by Scope Year on Year - Market Based (tCo2e)

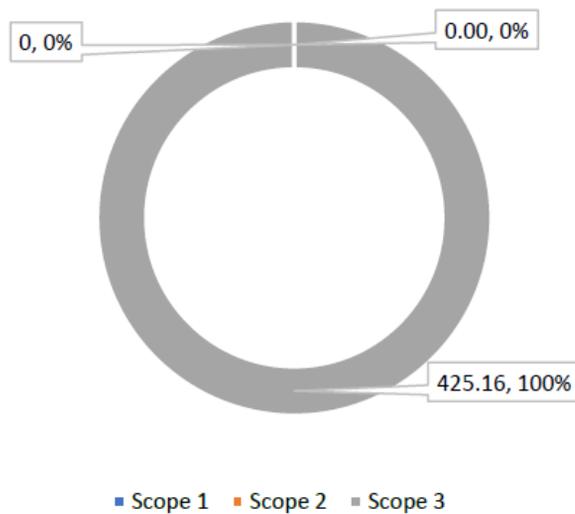


Emissions FY25 by Scope

FY24-25 Location Based - Total Emissions (tCO₂e)

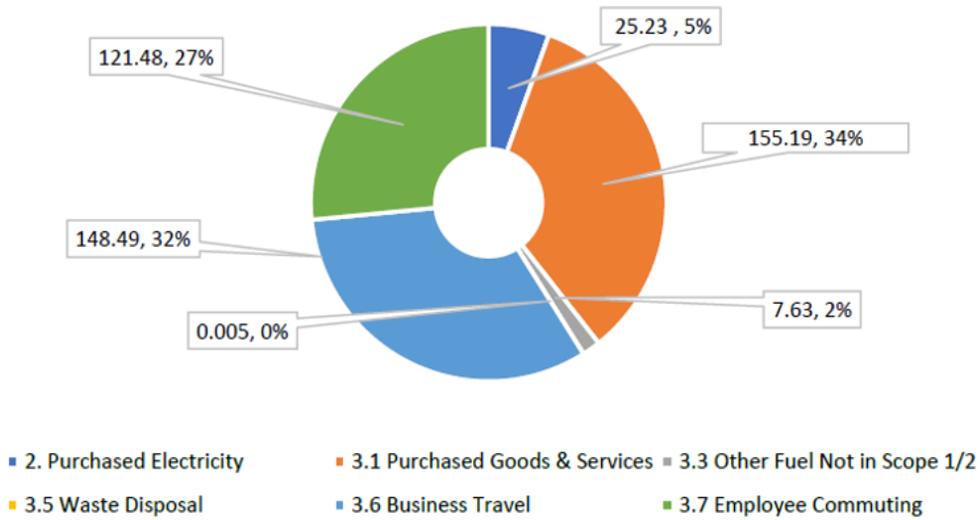


FY24-25 Market Based - Total Emissions (tCO₂e)

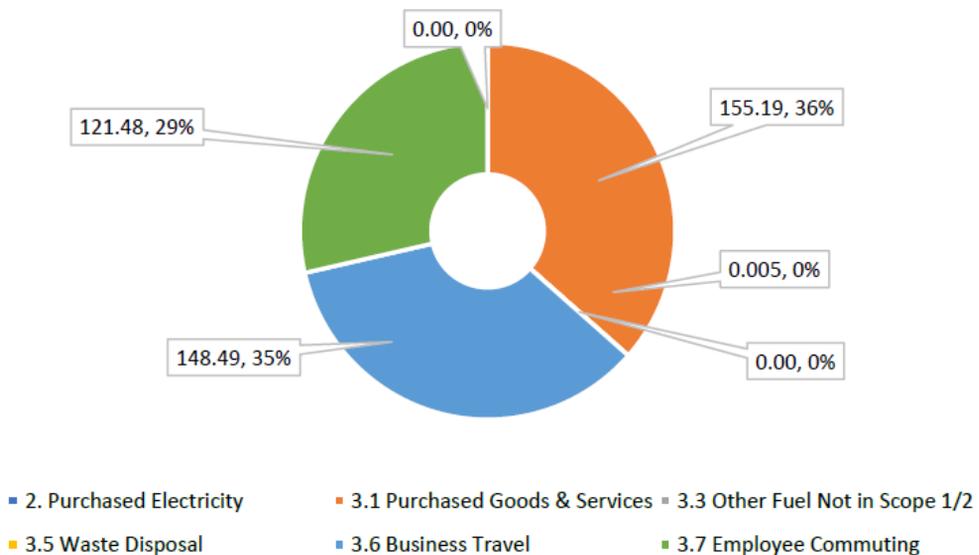


Emissions FY25 by Category

FY24-25 Location-Based Emissions by Category (tCO₂e)



FY24-25 Market-Based Emissions Total by Category (tCO₂e)



Community Support

Vistatec actively encourages and promotes sustainable efforts by our community and supports environmental charities through donations and direct actions.

Some examples of our activities:

- **Green Christmas Awards** – Employee gifts where a tree was planted with every purchase.
- **Reduce Reuse Recycle Month** – We provided tips and tricks and asked employees to provide photos of any items that had been upcycled – like clothes, boxes, furniture.
- **Green Days Month** - Information on benefits of going green ranging from ideas on how to reduce our carbon footprint to reducing car-related emissions. We asked employees to take a survey to see how much changes they had made, asked them to sign up to a car free week and had a walking challenge to help promote it.
- **My Virtual Mission** – Going Green In Iceland Virtual Walking Challenge to promote the outdoors, take in and enjoy our environment. Each participating employee triggered a donation to Navdanya. This organization is working for environment protection in India. Its mission is to promote biodiversity, biodiversity conservation, organic farming, seed saving, and farmers' rights.
- **Vistatec Marketplace** - This space has been created to promote sustainable living for the Vistatec community to reduce, reuse and recycle. Clothes, household items etc. are exchanged free of charge.
- **Volunteer Day** – for Habitat Humanity Ireland. Habitat ReStore opened their first store in Dublin and our volunteers went to help get the store ready for opening. Tasks on the day included painting, basic DIY, and gave volunteers the opportunity to hear more about the impact of Habitat ReStore.





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