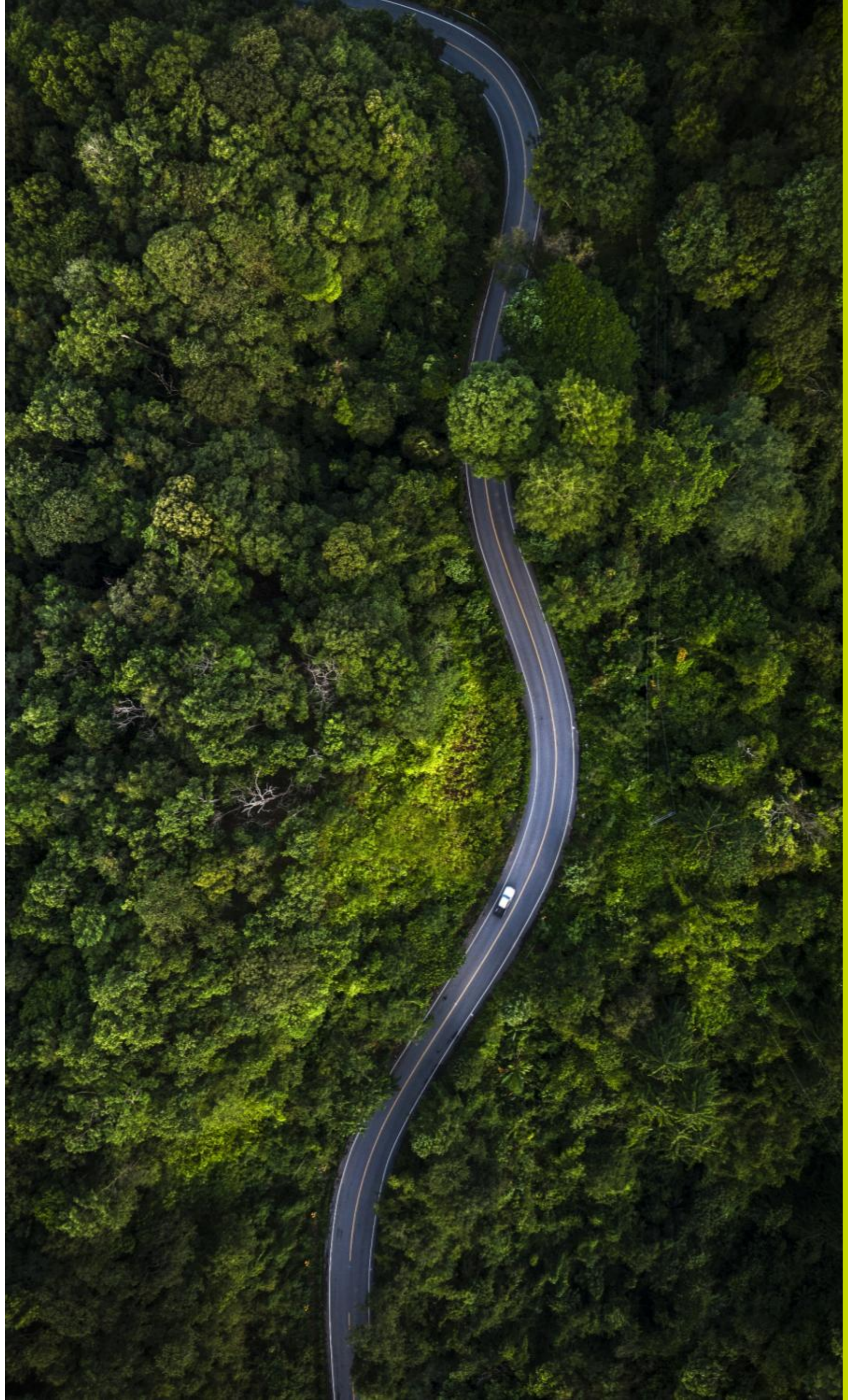
Vistatec Sustainability Plan FY27

Executive Summary

- **Integrated Sustainability Roadmap**
  - The FY27 plan embeds sustainability as a driver of long-term value creation and resilience.
- **Alignment with Standards**
  - Plan aligns with industry practices and standards like the Greenhouse Gas Protocol, ensuring credibility and transparency.
- **Strategic Enabler for Business**
  - Sustainability is framed as a strategic enabler supporting client trust, risk management, and brand credibility.
- **Balancing Near and Long-Term Goals**
  - The FY27 horizon balances immediate actions with long-term changes in emissions, wellbeing, and governance assurance.



Progress and Direction

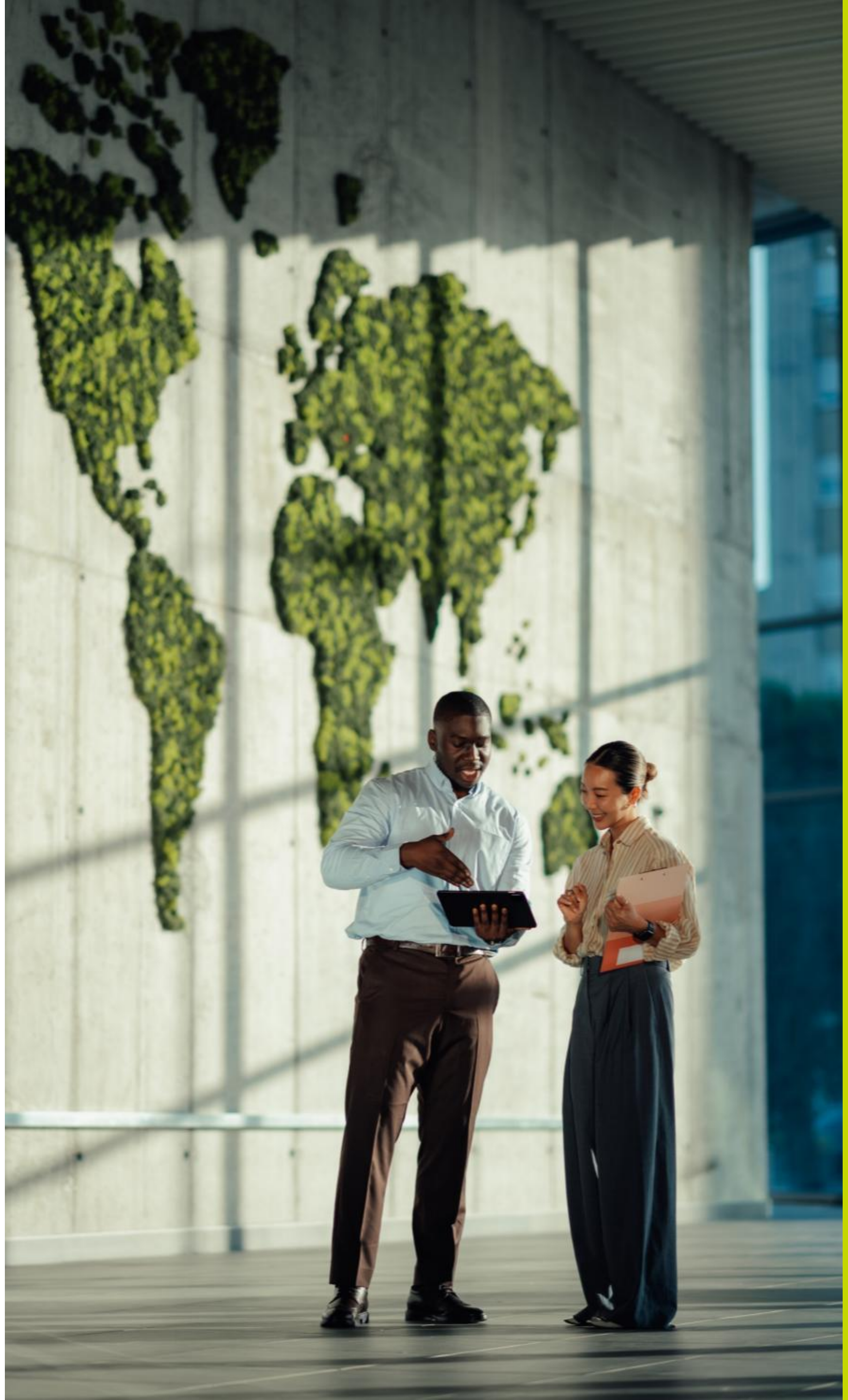
- **Emission Reductions Achieved**
  - Eliminated market-based Scope 2 emissions and significantly reduced total emissions year-over-year.
- **Carbon Intensity Improvement**
  - Carbon intensity per million euros of revenue improved, showing environmental gains alongside business growth.
- **Focus on Scope 3 Emissions**
  - Majority of footprint from Scope 3 emissions drives focus on goods and services, travel, and commuting for future efforts.
- **People, Culture, and Governance**
  - Strong commitment to diversity, equity, inclusion, wellbeing, and enhanced ESG governance and reporting.

Performance Highlights

- **Zero Scope 2 Emissions**
  - Achieved zero market-based Scope 2 emissions through renewable energy sourcing and responsible IT providers.
- **Consistent Emissions Reduction**
  - Year-on-year and multi-year reductions in total emissions show sustained environmental progress.
- **Energy-Efficient Headquarters**
  - Global HQ relocated to LEED Gold-certified building for long-term energy savings and lower emissions.
- **Governance and Security**
  - ISO 27001 recertification emphasizes commitment to information security and client trust.

Vision & Strategic Framework

- **Environment Pillar**
  - Focuses on clean energy access, energy-efficient offices, and credible carbon offsetting for emissions.
- **Social Pillar**
  - Emphasizes talent attraction, wellbeing, equal opportunity, anti-discrimination, and community engagement.
- **Governance Pillar**
  - Covers accountability, transparency, legal compliance, cybersecurity, privacy, and stakeholder engagement.



Management Model

- **ESG Steering Committee**
  - The ESG Steering Committee, chaired by the CTRO meets biweekly to maintain momentum and accountability.
- **Distributed Ownership**
  - Clear responsibilities are assigned across climate, DEI, compliance, cybersecurity, and privacy to embed sustainability in leadership.
- **Management Systems Support**
  - Formal management systems like quality and information security frameworks support consistent implementation and monitoring.

Environmental Targets

- **Zero Scope 2 Emissions**
  - Commitment to continued zero market-based Scope 2 emissions by sourcing electricity from renewable options.
- **High-Efficiency Headquarters**
  - Transition to LEED Gold-certified headquarters with sub-metering to enable long-term emissions reduction.
- **Hybrid Work Emissions**
  - Enhanced commuting and work-from-home emissions calculations using region-specific factors and increased survey participation.
- **Carbon Offsetting Strategy**
  - Management of residual emissions through credible carbon offsetting with transparent costing and governance.

Social Targets

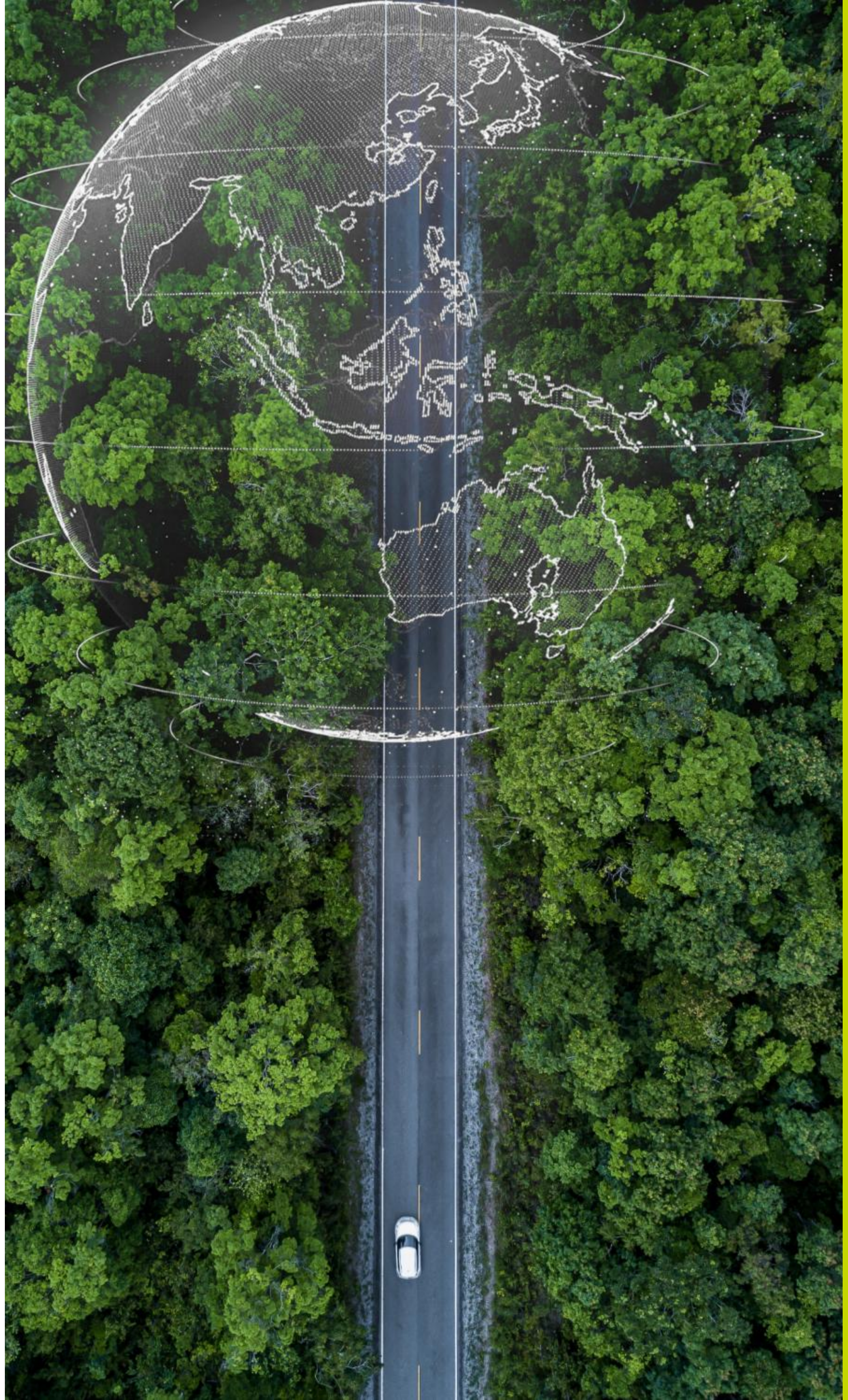
- **Ethics and Inclusion Commitment**
  - Updating the Code of Conduct to reflect evolving ethics, inclusion, and professional behavior standards globally.
- **Wellbeing Programs**
  - Enhancing wellbeing initiatives to support physical, mental, and social health across the workforce worldwide.
- **Social Mobility Initiatives**
  - Targeted programs like DCU Access to the Workplace broaden employment opportunities for underrepresented groups.
- **Community Engagement and Volunteering**
  - Structured volunteering enables employees to contribute skills and time to local community causes effectively.

Governance Targets

- **Sustainability Reporting**
  - Annual ISO 14064-1:2019-aligned greenhouse gas report with reasonable assurance to improve transparency and build trust in environmental data.
- **Cybersecurity Management**
  - ISO 27001 surveillance audits ensure strong cybersecurity controls.
- **Enterprise Risk Expansion**
  - Enhancing risk management via Singlepoint QMS with formal risk module and legal register.
- **Regulatory Compliance**
  - Ongoing GDPR compliance and proactive EU AI Act assessment address emerging regulatory risks effectively.

Conclusion

- **Sustainability as Business Success**
  - Sustainability is fundamental to long-term business success and stakeholder trust.
- **Continuous Improvement Journey**
  - Sustainability requires ongoing improvement, data-driven decisions, and collaboration across teams.
- **Strategic Benefits of Sustainability**
  - Embedding sustainability enhances risk mitigation, operational efficiency, talent engagement, and client trust.
- **Creating Positive Societal Value**
  - Sustainability creates positive value for society and environment while supporting resilient growth.



Thank You!