

## Responsible business continued

TCFD continued

### Energy efficiency improvements

The Group is committed to year-on-year improvements in our operational energy efficiency. A register of energy efficiency measures has been compiled and will be implemented within five years.

**Table 10: Energy efficiency improvements that will reduce Group emissions in 2023 and planned for 2024 onwards.**

	Measures undertaken in 2023	Measures planned for 2024 and onwards
<b>Solar</b>	<ul style="list-style-type: none"> <li>– Solar panels installation to the roof of Media Solutions' facility in Feltre, Italy.</li> <li>– 30% expansion of solar panels at Production Solutions' site in Cartago, Costa Rica.</li> </ul>	<ul style="list-style-type: none"> <li>– Solar panels installation to the roof at Media Solutions' Ashby-de-la-Zouche, UK site is under evaluation with suppliers, and planned for installation in the next two years.</li> </ul>
<b>Fleet</b>	<ul style="list-style-type: none"> <li>– 33.3% of Production Solutions' vehicles were hybrid or electric at the end of 2023, compared to 27.3% at the end of 2022.</li> <li>– Media Solutions has converted 80% of Company vehicles to electric (2022: 54%).</li> <li>– Creative Solutions does not have a car fleet.</li> </ul>	<ul style="list-style-type: none"> <li>– Continue conversion of motor vehicles to electric once they have reached end of life.</li> <li>– Media Solutions has a target to convert 100% of the Company fleet to hybrid or electric vehicles by 2025.</li> <li>– Production Solutions aim to have 63.6% of vehicles converted to electric/hybrid by the end of 2024. This is due to a number of leases expiring by the end of 2024 and all new leases are hybrid or electric as per Group policy.</li> </ul>
<b>LED Lighting</b>	<ul style="list-style-type: none"> <li>– The Bad Kreuznach, Germany, Tokyo, Japan and China offices now use 100% LED lighting.</li> <li>– Media Solutions' Ashby-de-la-Zouche, UK site converted an additional 20% of lighting to LED saving an estimated 0.7t CO<sub>2</sub>.</li> <li>– Up to 90% of all lights are now LED in both our Production Solutions Bury St Edmunds, UK and Cartago, Costa Rica sites.</li> <li>– LED lights were installed at Creative Solutions' Los Angeles, US site towards the end of 2023.</li> </ul>	<ul style="list-style-type: none"> <li>– The complete transition to LED lighting in Feltre, Italy and Ashby-de-la-Zouche, UK aims to have 100% of lighting converted to LED in 2024.</li> <li>– LED lighting conversion at Media Solutions' Arizona, US office is budgeted for in 2024.</li> <li>– Other smaller sites being gradually converted, e.g. Richmond, UK.</li> </ul>
<b>Metering</b>	<ul style="list-style-type: none"> <li>– 25% completion of energy metering and circuit level monitoring was implemented in Feltre, Italy which is an estimated saving of 10 tCO<sub>2</sub>e.</li> </ul>	<ul style="list-style-type: none"> <li>– Continue to analyse areas where we can conduct similar initiatives at other sites.</li> </ul>
<b>Green energy contract</b>	<ul style="list-style-type: none"> <li>– A total of seven sites have renewable energy contracts, as at the end of 2023. The sites are: Richmond, Twickenham, Byfleet and Bury St. Edmunds, UK; Irvine, US; Cassola and Feltre, Italy. Cartago, Costa Rica is not technically on a renewable contract, however, the energy is from a clean, hydroelectric source.</li> </ul>	<ul style="list-style-type: none"> <li>– We aim to transfer the following sites to a Renewable Energy Contract in 2024, which aims to further reduce emissions. <ul style="list-style-type: none"> <li>– Phoenix, US</li> <li>– Raleigh, US</li> <li>– Shelton, US</li> </ul> </li> <li>– Creative Solutions will move three facilities to a renewable energy contract in 2024.</li> </ul>
<b>New product</b>	<ul style="list-style-type: none"> <li>– Anton/Bauer, a brand within Production Solutions, has launched a sodium-based 9kWh mobile power source called Salt-E Dog, which delivers consistent and reliable energy and addresses the pressing issue of carbon emissions associated with traditional fossil fuel or lithium generators.</li> </ul>	<ul style="list-style-type: none"> <li>– Continue to conduct R&amp;D to implement similar innovative products.</li> </ul>
<b>Site rationalisation</b>	<ul style="list-style-type: none"> <li>– We have confirmed plans to lease one-third of the area at our Shelton, US site, reducing the size of the site leased by the Group. We have also switched all the lighting to LED and checked all HVACs to ensure compliance with the latest energy efficiency standards.</li> </ul>	<ul style="list-style-type: none"> <li>– Site rationalisation continues to be a key priority.</li> </ul>
<b>Air conditioning energy saving</b>	<ul style="list-style-type: none"> <li>– 70% completion of compressed air leak detection and repairs in Feltre, Italy.</li> <li>– 30% implementation of heating and air conditioning controls in Feltre, Italy.</li> </ul>	<ul style="list-style-type: none"> <li>– Continue to analyse areas where we can conduct similar initiatives at other sites. In 2024, we are looking to upgrade the air-conditioning system in Raleigh, US.</li> </ul>

## Methodology

Scope 1 and 2 consumption and CO<sub>2</sub>e emission data for UK sites have been calculated according to the 2019 UK Government environmental reporting guidance and the GHG Protocol. The current kWh gross calorific value (CV) and kg CO<sub>2</sub>e emissions factors relevant to reporting year 1 January – 31 December 2023 were applied. Scope 3 emissions have been calculated based on the guidance in the GHG Protocol Corporate Value Chain (Scope 3) Standard.

### Scope 1 emissions

Direct emissions from our own operations e.g. fuel combustion. Scope 1 fuel consumption – natural gas, transport fuel and other fuels – are converted to CO<sub>2</sub>e figures using conversion factors outlined below.

- To convert Scope 1 (Company fleet and natural gas) and Scope 3 (grey fleet) usage in the UK, the UK DESNZ 2023 emissions factors database was used. For the US, the United States Environmental Protection Agency GHG Emissions Factors Hub 2023 was used. For Australia, the Australia National GHG Account Factors 2022 database was used. For remaining countries, we default to the UK DESNZ 2023 emissions factors database.

### Scope 2 emissions

Indirect emissions generated from purchased electricity. Scope 2 emissions are calculated based on both the "location" and "market" methods outlined in the GHG Protocol. Scope 2 country-specific electricity emissions factors were used on the sources in the table on page 56 to 57.

#### Location-based methodology

Methodology to calculate Scope 2 emissions using the average electricity grid emission conversion factor of a region. For all UK facilities we use the DESNZ 2023 conversion factors. For all non-USA facilities, we use national carbon conversion factors for grid purchased electricity from a variety of published sources; including national grid suppliers and government agencies (see table on next page). For USA sources we use the latest regional intensity factors available from the Environmental Protection Agency's Emissions and Generation Resource Integrated Database (eGrid). Emissions associated with the use of purchased electricity (Scope 2 emissions) were calculated using country-specific electricity emissions factors as per the sources in the table on the next page.

#### Market-based methodology

Methodology to calculate Scope 2 emissions using electricity conversion factors specific to the contractual instruments in place for procured electricity. Where contract specific data was not available, location specific residual factors were used. Where neither is present, the location-based factor was used.

### Scope 3 emissions

All the indirect emissions (excluded in Scopes 1 and 2) that occur in our value chain. For all Videndum sites, applicable Scope 3 categories were identified based on an operational control boundary. Scope 3 emissions for applicable categories were calculated following methodologies outlined in the GHG Protocol "Technical Guidance for Calculating Scope 3 Emissions", with further guidance taken from the GHG Protocol's detailed methodology chapters for each applicable Scope 3 category.

For UK sites, most conversion factors were sourced from UK Government GHG Conversion Factors for Company Reporting, v1.1 2023. Where a spend-based approach was used, as per the GHG Protocol guidance, conversion factors were taken from the University of Leeds and Department for Environment, Food and Rural Affairs' "UK Footprint Results (1990 – 2018)" study or the Department for Environment, Food and Rural Affairs' "Indirect emissions for the supply chain" database. Scope 3 emissions include Well to Tank and T&D losses.

For international sites, country-specific emissions factor databases were used where available. For example, for US sites, 2023 specific emissions factors were taken from the EPA GHG Emission Factors Hub and spend-based emission factors were sourced from a Quantis database.

Country-specific 2023 electricity emissions factors were used to estimate emissions associated with Categories 11: Use of Sold Products and 13: Downstream Leased Assets. These factors were taken from the sources outlined in the table below.

A third party uses the Company's data to calculate emissions but no formal assurance is provided.

Country	Source used
Australia	Australia National GHG Accounts 2022
China	Climate Transparency Report 2022
Costa Rica	Costa Rica IMN 2022 Factor
Germany	AIB Factors 2023
Hong Kong	Hong Kong Electric Company 2023
India	Climate Transparency Report 2023
Israel	Carbon Footprint Ltd's 2023 Factors
Italy	AIB Factors 2023
Japan	Climate Transparency Report 2022
New Zealand	Ministry of Environment 2022
Singapore	Singapore Energy Market Authority 2022
UK	DESNZ 2023
USA	EPA 2023

## Responsible business continued

# Environment

### Our vision

Ensuring we limit any negative impact on the environment and protect the natural resources we rely on creates long-term sustainability for the business.

### Overview

We aim to adopt technologies, materials and processes which minimise our impact on the environment and maximise our use of sustainable resources. Our initiatives include reducing energy use and carbon emissions, water stewardship, biodiversity, developing sustainable products, and reducing packaging and waste.

Our efforts and environmental awareness continue to evolve to comply with regulations and make our business better and more sustainable. The Metrics and Targets section of the TCFD disclosure (page 37 of standalone report), shows how we use energy efficiency and are reducing carbon emissions, as well as wider environmental metrics to manage our climate risks and opportunities. We also encourage a culture of environmentally sustainable behaviour at work and ensure that our employees understand how they can contribute. Our standalone ESG Report details our environmental progress in 2023.

### Our targets

Target	Progress in 2023
<b>Reduce carbon emissions</b>	<p>Scope 1 and 2 emissions have reduced by c.30% since 2019 (excluding the impact of newly acquired businesses).</p> <p>Measures were initiated to optimise consumption, including further LED lighting installations and solar energy systems implemented in Bury St Edmunds, UK, Cartago, Costa Rica and Feltre, Italy.</p> <p>We are continuing with the conversion of the Company motor fleet to electric or hybrid as and when leases expire.</p>
<b>Reduce packaging and waste</b>	<p>In 2023, we improved our data capture systems to begin collating mass-based data relating to the purchase of packaging materials. This allows us to utilise more accurate emissions factors due to an improvement in the quality of activity-based data. Also, it ensures that all packaging is accounted for in Scope 3 Category 12 (end-of-treatment of sold products).</p> <p>70% of Media Solutions' main paper and cardboard packaging has been converted to an FSC-graded solution.</p> <p>40% of Media Solutions' main plastic packaging comes from recycled materials.</p> <p>In Creative Solutions, Teradek, SmallHD and Wooden Camera are all utilising eco-friendly bubble wrap, derived of 40% recycled content.</p>
<b>Embed sustainability into our product life cycle</b>	<p>We continue to work to embed sustainability into new product development and to have PLCA's for our top five selling products by 2025. Production Solutions started their first PLCA in December 2023, working on the Sachtler manual support flagship product, which incorporates the aktiv and flowtech system.</p>
<b>Formalise the integrity of our supply chain</b>	<p>A detailed ESG survey was distributed to our largest 90 suppliers to understand their approach to key ESG topics and help to improve the integrity of our supply chain.</p> <p>Supplier due diligence and supplier audit programme was strengthened to focus on all relevant ESG dimensions.</p>





### Carbon emissions

We are committed to reducing the environmental impact of our operations, with the aim of becoming net zero for Scope 1 and 2 by 2035. Near-term targets have been developed to support us on this journey, including reducing our Scope 1 and 2 carbon emissions by 38% by 2024, 50% by 2027 and 60% by 2030 using the market based approach. We are working to be carbon neutral on our operational emissions by the end of 2025. We will work to reduce our Scope 1 and 2 emissions as far as possible before this date. From 2025, we will annually purchase carbon offsets to be carbon neutral until we reach our Scope 1 and 2 net zero target in 2035. To meet our long-term and near-term targets, the Group is committed to year-on-year improvements in our operational energy efficiency to begin decarbonising our Scope 1 and 2 emissions.

### Packaging, product sustainability and waste

Two key areas are being progressed to further lower the environmental impact of packaging – product packaging and reducing the impact of logistic packaging.

Our products and services have a comparatively low impact on the environment as we use low hazard materials and minimise the use of resources during the manufacturing process. However, product sustainability has become a key focus area and best practice initiatives and processes have been shared throughout the Group. PLCA methodology is embedded into Media Solutions' internal design processes and used to support R&D decisions around sustainability.

Across the Group we continue to work with waste management companies to see how the collection and sorting can be improved.

#### Case study

### Production Solutions PLCA programme

In 2023, Production Solutions commenced a PLCA for two of the Division's top-selling products: aktiv and flowtech. With over 550 components under analysis, the PLCA has extended into 2024. At the end of the process, we aim to suggest revisions to our New Product Introduction ("NPI") process, integrating sustainability criteria into performance metrics for future products.

#### Case study

### Solar panel installation in Feltre, Italy

At the end of December 2023, we installed solar panels at our Media Solutions factory in Feltre, Italy. The system, with its installed power of 1 MWp and a production of 1.15 million kWh per year, will cover more than 25% of the electricity needs of the factory and will result in a 10% reduction in the Group's annual Scope 1 and 2 emissions. With this development, all three of our main manufacturing sites now have solar panels installed, providing a substantial part of their energy needs.

### Water stewardship

While our water usage is relatively low, used mostly for human consumption, we are reducing our usage where possible. All Divisions have, or are in the process of, implementing water-saving initiatives, such as waterless urinals, limiting flushing options on toilets and installing motion-controlled taps in lavatories. For example, in our Production Solutions Cartago, Costa Rica building, all urinals are water-free, hand washing faucets are timed or motion activated, and toilets have been made water-efficient. Production Solutions plans to explore the possibility of rainwater collection by implementing an anodising process in the plant and subsequently installing a system that collects rainwater, channelling it to a container. It can be stored for industrial use, irrigation of green areas, sanitary services, and more.

### Biodiversity

Although the Group has little direct contact with biodiversity, we recognise its importance for the planet. Across our Divisions we ensure our sites emit limited pollution and are not disruptive to any nearby wildlife. Production Solutions continued their partnership with the Rainforest Trust again this year as part of their Action4Good Wellness Month. The Division saved 9,000 acres of rainforest through this project, by raising £9,000. £1, equivalent to one acre, was donated for every 30 minutes of exercise logged in the Action4Good app between September and October 2023.