

Responsible business

Our ESG strategy and commitment

Videndum is a small business that operates globally and is committed to operating responsibly. The Board has ultimate oversight of the ESG activity across the business. Our four key ESG focus areas are our people, the environment, responsible business practices and giving back. In response to the financial challenges in 2025, our ESG strategy has adapted to align with the constraints faced by the Group.

Our people

Overview

We rely on a skilled, inclusive and engaged workforce and continue to invest in opportunities that attract, develop and support talented individuals across the Group.

Gender diversity

The Board continues to monitor progress on gender representation across all levels of the organisation.

	Female		Male	
		%		%
Group Board of Directors	3	37%	5	63%
Executive Committee	1	15%	6	85%
Rest of Organisation	355	28%	897	72%

Health and safety

The Group ensures that stringent health and safety standards are upheld across all our sites, for the safety of employees. This is detailed in our Group Health and Safety policy available on our website ([videndum.com/responsibility/policies-reports/](https://www.videndum.com/responsibility/policies-reports/)). Videndum prioritises ongoing training for all staff, tailored to the specific safety requirements of their roles and remains committed to continuing this trend and creating an ongoing safe workspace for our employees. Details on Videndum's Health and Safety performance in 2025 are set out on page 13.

Environment

Overview

We aim to minimise the impact of the Group's operations on the environment, including reducing emissions, lowering waste levels, and advancing the sustainability of our products where possible.

Carbon emissions

As a business, Videndum is dedicated to reducing our environmental impact by reducing the carbon emissions associated with our direct operations. See page 25 for a breakdown.

Water stewardship

Videndum aims to conserve and responsibly manage water where possible, recognising its value as a natural resource. Usage across the Group is primarily domestic and is monitored at each site.

Responsible practices

Overview

Ethical conduct, values and integrity are foundational to how we operate. Therefore, all employees and stakeholders are expected to follow Group policies.

Policies, procedures and training

The Board and Executive Committee review and approve key Group policies governing the conduct of business. Regular training is provided for employees to ensure that the policies are understood and expectations on behavioural conduct are established. These policies are also available on Divisional intranets and HR platform HiBob, as well as our website. Some policies are also included in the employee handbook, allowing multiple methods in which employees can review the information.

Code of Conduct

The Group's Code of Conduct which is available on our website sets clear expectations for employee behaviour, including ethical standards, decision-making and anti-bribery. To ensure that all employees comply with the Code of Conduct, it is translated into multiple languages. Senior management is required to complete an online training module on key conduct topics, including reputational risks and conflicts of interest. Business partners are held to the same standards as employees. The Code of Conduct was communicated to all employees in 2024 with supporting online training and will be refreshed in 2026.

Anti-bribery and corruption

The Group operates a zero-tolerance policy for bribery and corruption; factors which could otherwise negatively impact Videndum and our stakeholders. Our anti-bribery and corruption policy is available on our website. Updates on anti-bribery measures are presented to the Board and the Audit Committee at least annually to support continued compliance. Annual employee training is conducted to ensure that this policy is effectively communicated. All major third parties are also screened using NAVEX RiskRate (a third-party software), covering over 2,000 entities and considers reputational factors and adverse media reports, for example.

Sustainable procurement

We use NAVEX RiskRate to screen new suppliers and conduct audits on existing suppliers. Our procurement framework incorporates ethical and environmental criteria at every step of supplier engagement. Supplier assessments begin with standardised questionnaires and, for critical partners, include mandatory on-site inspections. These audits evaluate operational effectiveness and the integrity of supply chain practices. Partnerships are discontinued if a supplier fails to meet our established standards.

Whistleblowing service

Committed to transparency and integrity, Videndum partners with NAVEX to provide a confidential, independent whistleblowing service for employees and third parties to report concerns. Reports are routed directly to the Chairman, Group Company Secretary, Chief People Officer, and Audit Committee Chair. Independent senior managers, unconnected to the issue, conduct each inquiry, ensuring fairness. Videndum guarantees protection against retaliation for anyone who raises a concern in good faith. Further details on the whistleblowing service are given on page 47.

Conflicts of interest

The Conflicts of Interest Policy defines how potential conflicts are reported and addressed. All disclosed interests are logged in a central register, and Directors are obligated to declare any conflict connected to their duties. Under the Articles of Association, the Board may permit a director who has declared a conflict to participate in related deliberations and decisions. Videndum confirms that no conflicts were reported throughout 2025, demonstrating our dedication to transparency and ethical governance.

Workforce remuneration policies

Our remuneration policy helps Videndum attract, retain, and motivate top talent. It is shareholder-approved and monitored by the Remuneration Committee. Further details appear in the Remuneration Report from page 51.

Political donations

Videndum did not make any political donations in the year ended 31 December 2025, consistent with our policy of not making any political donations.

Information systems and technology

IT systems are crucial to Videndum's operations and protect the Group from cyber and data attacks. Our Chief Financial Officer oversees the governance of all IT functions to align them with security and business needs, with the Group IT and Security Director responsible for all IT operations. The Group's IT policy outlines expectations for employees, contractors and third parties regarding use of Videndum's systems, outlining clear standards for data confidentiality, General Data Protection Regulation ("GDPR") compliance, cyber security, and proper technology use. We mitigate risks through measures such as patch management, multi-factor authentication, and strict access controls. Cyber security updates were reported to the Board and Audit Committee four times in 2025 to ensure appropriate governance of our IT systems. The Group continues to work towards IASME and ISO27001 certification, however due to businesses financial position and restructuring, the timeframe has been extended. We will provide an update on this in 2026.

