# Responsible business

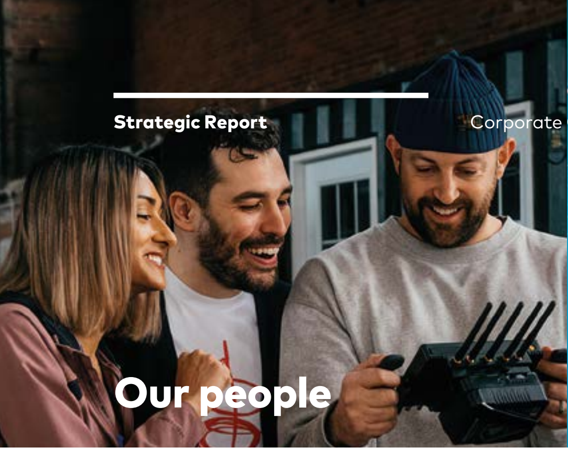
## Our ESG strategy and commitment

We are a small company with a global footprint and are committed to working responsibly. Our ESG initiatives are overseen by the Videndum plc Board with several ESG teams in the business coordinating activities through an ESG Committee. Our focus is on four areas – our people, the environment, responsible business practices and giving back. Given the financial challenges faced in 2024, we had to adapt our ESG programme to fit into the financial constraints faced. The following is an overview of each of these areas.

## Contents



Read more online at
**videndum.com/responsibility**



# Our people

## Overview

We are committed to building a diverse and talented workforce, providing equal opportunities that attract, develop and retain skilled individuals.

### Employee engagement

We actively engage employees through regular virtual and in-person meetings led by Divisional CEOs, with senior leadership also participating. In 2024, Non-Executive Director Caroline Thomson held an engagement session with our Creative Solutions Division. Employees are also kept informed via newsletters, email updates, and Town Hall meetings throughout the year.

### Employee wellbeing

The wellbeing of our employees is an important area of focus. Initiatives focusing on healthcare, the working environment, employee benefits and training are in place.

### Learning and development

Our commitment to investing in our employees' growth remains despite the market challenges in 2024. Videndum provides career development opportunities aligned with individual and organisational needs, integrating them with performance reviews to support growth.

### Diversity and inclusion

Our Diversity and Inclusion ("D&I") Strategy is built on clear, actionable goals to create meaningful change. Our policy is displayed on our website, demonstrating our commitment. Our Code of Conduct reinforces our strategy, prohibiting any form of discrimination.

### Gender diversity

The Board continues to monitor progress on equality and the Group's gender breakdown at the end of 2024 can be seen in the table below.

| | Female | | Male | |
|---|---|---|---|---|
| | | % | | % |
| Group Board of Directors | 3 | 50% | 3 | 50% |
| Executive Committee | 1 | 17% | 5 | 83% |
| Senior Leadership Team | 2 | 11% | 17 | 89% |
| Rest of Organisation | 434 | 29% | 1048 | 71% |

### Health and safety

The Group adheres to rigorous health and safety standards across all our sites, creating a safe and healthy working environment for all our employees. Our Health and Safety policy is readily accessible on our website, reflecting our commitment to transparency and accountability. 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.

# Environment

## Overview

At Videndum, we are working to minimise our impact on the environment and safeguarding natural resources, ensuring long-term sustainability for our business.

## Our targets

**Table 1: The Group's 2024 Environmental targets and progress**

| Targets | Progress in 2024 |
|---|---|
| **Reduce carbon emissions** | Videndum aims to annually reduce scope 1, 2 and 3 emissions across operations and our value chain. Please see page 40 of the report for more information on the Group's emissions reduction progress. |
| **Reduce packaging and waste** | **Media Solutions:**<br>– 4.5% of the total Media Solutions waste generated goes to waste-to-energy, with 0% going to landfill.<br>– 50% of Media Solutions' main plastic packaging comes from recycled materials. Internally, Media Solutions is redesigning its packaging to eliminate plastics wherever possible and working closely with suppliers for further improvements in sourcing sustainable packaging materials.<br>– 80% of Media Solutions' main paper and cardboard packaging has been replaced by sustainable, Forest Stewardship Council ("FSC") certified cardboard.<br>**Creative Solutions:**<br>– Achieved the single use plastic target of 50% reduction by the end of 2024; a 65% reduction year-on-year has occurred.<br>– 55% of Creative Solutions cardboard is FSC.<br>**Production Solutions:**<br>– FSC cardboard is now used at the Bury St Edmunds site.<br>– The newly acquired cardboard supplier at our Cartago site has plans to be FSC certified in 2025. |
| **Embed sustainability into our product life cycle** | – Videndum continues to work to embed sustainability into new product development and is undertaking Product Lifecycle Assessments ("PLCA") where appropriate and feasible.<br>– Media Solutions conducted a PLCA to determine the environmental impact of three products (two photo tripods and one microphone).<br>– The Anton Bauer Sharkfin PLCA project was completed at the end of 2024. During 2025 the New Product Introduction ("NPI") process will include PLCA criteria in the decision making of each stage of the development process. |

### Carbon emissions

As a business, Videndum is dedicated to reducing our environmental impact through reducing the carbon emissions associated with our direct operations.

### Water stewardship

Videndum recognises the importance of water as a natural resource and understands that our operations impact this. Therefore, Videndum is committed to actively contributing to its conservation. While our water use is relatively low — primarily for domestic use — our Divisions are committed to minimising consumption where feasible.

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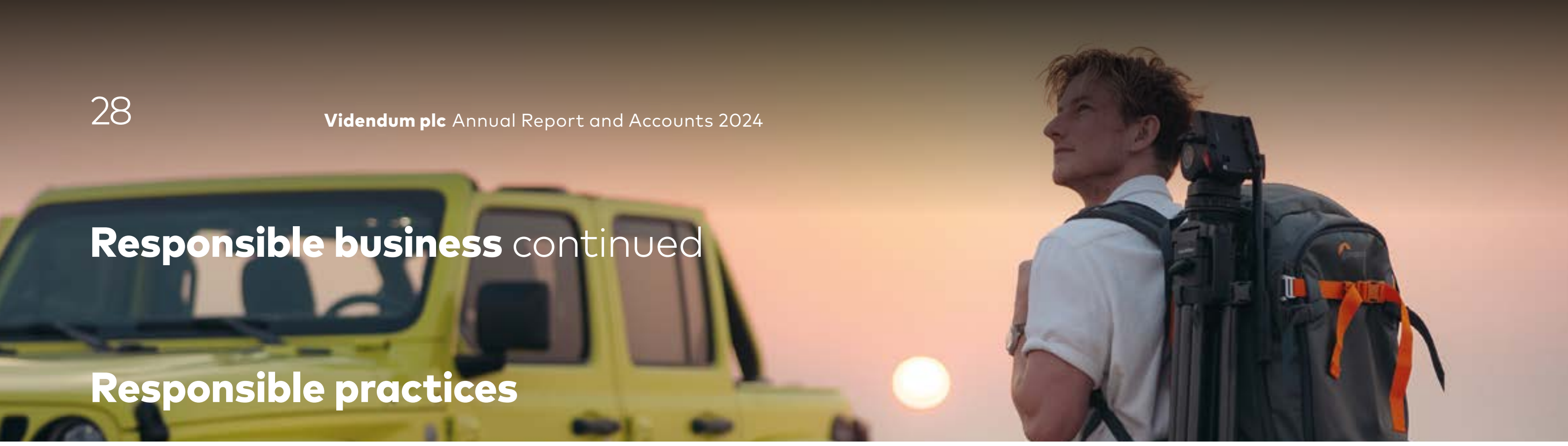

# Responsible business continued

## Responsible practices

### Overview

Cultivating an ethical business environment is fundamental at Videndum. All employees must understand our expectations of their conduct and follow our workforce policies.

Our values, integrity and purpose drive our business values and decisions, ensuring that the impact on all our stakeholders is considered. Integrity is central to Videndum's identity.

**Policies, procedures and training**

Videndum places great emphasis on maintaining a responsible and ethical workplace. The Board and Executive Committee are closely involved in reviewing and approving key policies that shape the conduct and behaviour of our workforce. To ensure these policies are effectively understood and embedded, regular training sessions are organised for employees and key compliance policies are published on Divisional intranets and the Group's website, with some included in the employee handbook.

**Code of Conduct**

Our Code of Conduct sets clear expectations for employee behaviour, emphasising integrity in anti-bribery and ethical decision-making. The Code of Conduct is translated into multiple languages to ensure global accessibility and is supported by training for all employees. Senior management is required to complete an online training module covering topics such as conflicts of interest, share dealing, legal duties, and reputational risks. To reinforce our commitment, Videndum relaunched the Code and its associated training modules in early 2024 for all employees. Videndum holds our business partners to the same high standards, expecting them to adhere to the principles outlined in our Code of Conduct.

**Anti-bribery and corruption**

Videndum operates with zero tolerance towards bribery and corruption. The Group understands that bribery and corruption is illegal and negatively impacts the Company, community, and environment. Our anti-bribery and corruption policy is available on our website. This policy clearly states this commitment, with annual employee training reinforcing this culture. To safeguard against bribery and corruption, Videndum screens all major third parties using third-party software, NAVEX RiskRate. This screening process covers over 1,100 entities and evaluates factors such as reputational risk, sanctions, politically exposed persons and adverse media reports. Employees involved in partner selection are trained to use this system before engaging with any new third party. At least annually, updates on anti-bribery measures are provided to both the Board and the Audit Committee to ensure compliance.

**Sustainable procurement**

Videndum takes ethical procurement seriously and uses NAVEX RiskRate to screen new suppliers and conduct ongoing audits of existing partners. Our procurement process integrates environmental and ethical considerations at every stage. Standard questionnaires have been developed to assess suppliers, and a detailed site inspection is mandatory for critical partners. These audits review both operational efficiency and responsible supply chain practices. Any failure to meet our vetting criteria results in the termination of the partnership.

**Whistleblowing service**

In pursuit of high standards of transparency and integrity, Videndum provides an independent whistleblowing service, in collaboration with NAVEX, that allows employees and third parties to report any suspected misconduct confidentially. To achieve this, all reports are forwarded directly to the Chairman, the Group Company Secretary, the HR Director, and the Chair of the Audit Committee. Each investigation is carried out independently by senior management uninvolved with the reported matter, ensuring a fair and impartial process. Videndum protects anyone who raises concerns in good faith from retaliation.

**Conflicts of interest**

The Group take conflicts of interest seriously, and our Conflicts of Interest Policy outlines the processes for reporting and managing any potential conflicts. Central to this policy is our register, which documents all declared conflicts of interest. Each Director is required to disclose any conflict of interest that arises in connection with their duties. The Company's Articles of Association provide a framework for managing these conflicts, permitting the Board to authorise a conflicted Director to participate in discussions and decisions on the matter once it has been declared. Videndum confirms that no conflicts were reported throughout 2024, reflecting our commitment to transparency and ethical governance.

**Workforce remuneration policies**

Our remuneration policy ensures that Videndum attracts, retains and motivates top talent. Approved by shareholders and overseen by the Remuneration Committee, this policy aligns employee rewards with strategic objectives and corporate values. Further details are available in our Remuneration report from page 69.

**Political donations**

Videndum made no political donations in the year ended 31 December 2024. The Company's policy is not to make political donations. Whilst we make no political donations, we are seeking to renew an enabling resolution to cover political donations at our 2025 AGM. This is to protect the Company and Directors in the case of an inadvertent political donation. Refer to the 2025 AGM Notice of Meeting for further details.

**Information systems and technology**

At Videndum, our IT systems are critical in supporting operational objectives while safeguarding against cyber threats and data breaches. To maintain these high standards, our Interim Chief Financial Officer oversees the governance of all IT functions, ensuring they are aligned with both business needs and security protocols. Our IT policy outlines employee, contractor and third-party expectations when accessing and using the Group's systems. It provides essential guidelines on data confidentiality, General Data Protection Regulation ("GDPR") compliance, cyber security, and the appropriate use of technology. Videndum conducts regular vulnerability assessments and penetration tests with specialist providers, implementing key controls such as patch management, multi-factor authentication, and user access controls to mitigate risks. The Board and Audit Committee are also regularly updated on emerging cyber threats and protective measures. The Group has moved to standard certification and accreditation, using the government-backed Cyber Essentials framework and will work towards the IASME certification.

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# **Responsible business** continued

Task Force on Climate-related Financial Disclosures Report ("TCFD")

## In 2024, we continued to develop our TCFD reporting, further embedding the recommendations and latest guidance into our existing processes.

We aim to continuously improve our TCFD reporting as guidance evolves and our responsible business programme progresses. We are committed to providing information about climate-related risks and opportunities relevant to our business. In 2024, Videndum ("the Group") was consistent with the requirements of the Listing Rule ("LR") 6.6.6R(8) by including climate-related financial disclosures consistent with the TCFD recommendations and recommended disclosures. Videndum is producing this statement to be consistent with the mandatory climate-related financial disclosure ("CFD") requirements under the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022. As a Main Market listed company with more than 500 employees, Videndum is captured by CFD regulations. We are consistent with all 11 TCFD recommendations and all eight CFD recommendations for 2024.

The Board has considered the TCFD additional guidance (2021 TCFD Annex) in preparing the disclosures.

**Governance**

We have a robust governance framework designed to ensure the continued success of our business while minimising risks to our operations and supply chains. We have a coordinated Group-wide approach to ESG, focusing on the material issues affecting the business and its stakeholders.

The Board provides oversight and has overall responsibility for the Group's ESG programme and climate-related risks and opportunities. The Board delegates authority for monitoring and managing climate-related topics to the ESG Committee, comprising senior executives from across the Group. The ESG Working Group meets bi-weekly and is facilitated by our third-party ESG consultants, Inspired ESG, to ensure TCFD and CFD consistency across the Group. The Working Group's progress was reported to the ESG Committee at every meeting in FY 2024, of which there were two. The ESG Committee is responsible for monitoring and managing climate-related topics and driving ESG performance. The ESG Committee provides climate data to our ESG consultants, Inspired ESG, to identify the climate-related risks and opportunities.

The ESG Divisional Leads are provided with regular updates on climate-related matters from the relevant departments, and this is communicated in the ESG Working Group, ensuring all climate-related risks are monitored. The Head of Group Risk Assurance, who has been delegated the responsibility for identifying and assessing climate risks and opportunities, attended all climate risk management workshops in 2024, which were supported by Inspired ESG. The Head of Group Risk Assurance also leads the climate change risk management and regularly reviews mitigation plans on behalf of the ESG Committee, providing updates at all ESG Committee meetings. The Head of Group Risk Assurance provides updates on TCFD, including emissions by site, to the Audit Committee at least once a year to track progress towards achieving emission reduction targets. The Board received training on climate-related issues and ESG matters through updates from ESG Committee meetings. This ensures that the Board had oversight of climate change throughout 2024 and remained informed on the developing mitigation measures for climate-related risks. Inspired ESG also provided an overview of upcoming and existing climate legislation, including the Corporate Sustainability Reporting Directive ("CSRD") at each ESG Committee meeting in 2024. Key ESG Committee discussion points, included CSRD progress, a review of emission reduction progress and the implementation and success of energy efficiency initiatives. Such points were distributed to the Board after each ESG Committee meeting.

ESG and climate governance have been integrated into the Group's risk management processes. The Board considers climate change when reviewing and guiding business strategy, for example, the Board incorporates the financial planning of future compliance costs relating to climate change into strategies including costs of CSRD consistency and the need to purchase Renewable Energy Certificates ("RECs") to help meet targets. RECs were purchased for aspects of the business, including SmallHD, Wooden Camera and Creative Solutions Los Angeles sites. In addition, to ensure the Board can effectively guide the Group's ESG targets, regular updates on progress to achieve the emission reduction targets are provided to the Board, at the ESG Committee meetings. Inspired ESG supports the Group in Scope 1, 2 and 3 emissions calculations and advise on any changes to targets where necessary.

The Audit Committee continues to review financial and non-financial risks outlined in the Group Risk Register, including climate change. Although climate change is classified as a principal risk, the impact is considered minimal and manageable in the short to medium term as we have integrated climate-related mitigation measures to address climate-related risks. The Head of Group Risk Assurance provides updates on TCFD to the Audit Committee at least once a year.

## We have used a range of scenarios to assess the impact of climate change on our business, including warming pathways as adopted by the Intergovernmental Panel of Climate Change ("IPCC").

**Table 1. Scenario warming pathways used in 2024.**

| Scenarios warming pathways | | |
|---|---|---|
| **Below 2°C ("proactive") scenario:** | **Between 2–3°C ("reactive") scenario:** | **Above 3°C ("inactive") scenario:** |
| The proactive scenario is mapped in alignment with the Paris Agreement and the UK's net zero target of 2050. International and national governments are expected to systemically implement strict environmental mandates, which drive investment in low-carbon emissions to promote innovative solutions to reducing emissions. Markets are expected to shift to low-carbon and sustainable alternatives, increasing the need for such products. Videndum is seeking to adapt to the potential climate risks under this scenario through annual reviews of climate-related risks and mitigations, and fostering an innovative culture throughout the Group. Capitalising on the identified opportunities (Table 4) will further support a transition to a low-carbon economy and build operational resilience. | Under the reactive scenario, government policies are likely to be introduced in an uncoordinated and staggered approach, leaving little time for companies to comply. Global strategies and agreements such as COP29 are likely to influence decision-making. Funding for climate action is likely to be delayed or minimal, promoting a lack of incentive for companies to implement or invest in low-emission technology. The impact of physical risks is likely to be exacerbated as many climate tipping points are exceeded, leading to an unpredictable climate where businesses face many climate-related disruptions across the supply chain and operations. To enhance resilience, Videndum will conduct annual reviews to ensure mitigations remain appropriate, continue to improve energy efficiency across the portfolio and strengthen relations with key stakeholders. | The inactive scenario will likely occur under a "business as usual" approach, where governments fail to enact climate policy, and organisations fail to reduce emissions. In this scenario, few organisations are expected to set net zero targets, resulting in little investment into low-emission technology, hindering a smooth transition. Most climate tipping points are reached, creating a volatile climate with severe physical risks. Significant operational disruption is expected as supply chains collapse in some regions. Videndum will prioritise climate mitigations and adaptations to build resilience under this scenario. This includes building and reviewing contingency plans for disruptions and working with suppliers to drive climate-resilient strategies. |

We conducted the analysis using three timeframes that align with the UK's net zero target by 2050:

- **Short term** (2024–2029) aligns with the Group's short-term financial planning for 2025.
- **Medium term** (2030–2039) is consistent with the Group's net zero target by 2035.
- **Long term** (2040–2051) is consistent with the UK Government's net zero pledge by 2050.

We work closely with Inspired ESG, to assess the potential climate-related risks across all sites and selected supply chain operations, analysing the impact of both physical risks (the physical impact of climate change), which can be acute (event-driven) or chronic (longer-shifts in climate patterns) and transition risks (risks associated with the transition to a decarbonised economy such as the increased cost of raw materials and energy, and increase in carbon pricing). See page 44 for our risk-scoring methodology.

Since 2021, climate change has been considered a principal risk for the business. The aforementioned timeframes align with the Group's business and strategic planning horizon. We modelled our climate scenarios using several established models, such as the International Energy Agency's World Energy Models ("WEM") and the Shared Socioeconomic Pathways ("SSPs"). Climate scenarios make projections on hypothetical futures and come with a degree of uncertainty, such as projected discrepancies between potential and actual conditions. Variables can be overestimated or underestimated, leading to some unreliable predictions. There have been no significant changes in our methodology compared to previous years, only updates to improve accuracy for best practice reporting.

**Climate scenario analysis: results**

We identified 18 climate-related risks and eight opportunities that could impact the Group. Transition risks were analysed at the Group level, and physical risks were assessed at the site level. Tables 2 and 3 summarise these risks, forming our climate change principal risk and uncertainty classification. These risks were considered to have the greatest potential impact on the Group's financial performance, with a potential financial impact of more than £1 million. The potential financial impact for each risk is shown in Tables 2 and 3, and the Group's opportunities are shown in Table 4.

Due to the expected increase in future reporting obligations, transition risks were identified as the most significant to the Group. These risks are expected to grow as the global economy decarbonises, especially in scenarios below 2°C or 2–3°C, with governments imposing stricter climate reporting requirements and expanding carbon pricing mechanisms. The maximum annuity impact of climate change was included in the Group's long-term financial modelling for cash-generating units ("CGUs"), showing no material impact on available headroom. The 2025 budget already accounts for compliance and consultancy costs, such as CSRD reporting. Cross-industry metrics, including greenhouse gas ("GHG") emissions, risks, opportunities, and carbon pricing, were used to estimate the financial impact of climate-related factors, as per TCFD guidance. Details are on pages 30 to 44. We will continue to develop these metrics as our climate reporting evolves. Transition risks are most prevalent in the short to medium term, under a 2°C warming scenario. In contrast, physical risks are expected to significantly impact the business in the long-term, across a more than 3°C warming scenario.

# **Responsible business** continued

## TCFD continued

Videndum has an emission reduction transition plan covering the short, medium and long term. This plan will support the Group in the transition to a low-carbon economy, reducing emissions across operations and the value chain to reach the established net zero targets (Table 5). The initiatives detailed in the plan have been investigated and trialled where necessary and will support the mitigation of the material climate risks shown below. This transition plan also allows for more accurate financial planning for each emission reduction and climate risk mitigation initiative, contributing to the Group's overall financial planning process and creating value and climate resilience over time.

The future impacts of climate change are expected to impact the business. However, with our annual assessment and risk mitigations, the climate change impact is considered minimal and manageable in the short to medium term. Despite climate change being a principal risk, no climate-related material impacts were experienced by the Group in 2024. We prioritise building business resilience under each scenario to promote business continuity, demonstrated through annual reviews of our risk register and developing mitigations for arising risks.

**Table 2: Climate-related transition risks that could have a greater potential impact on the Group than other climate risks, and the mitigations.**

| Risk description | Timeline | Financial impact | Magnitude of impact | Risk response |
|---|---|---|---|---|
| **Policy and legal – Increased reporting requirements due to climate change in the <2°C and 2–3°C scenarios.**<br><br>As the UK aims to be net zero by 2050, enhanced regulation may be introduced over time to encourage businesses to reduce energy usage and emissions. Videndum has already seen an increase in regulation in the UK, such as Streamlined Energy and Carbon Reporting ("SECR") and TCFD. The EU's CSRD will impact the Group's Media Solutions Division in 2025, and reporting in 2026. There will be a financial cost associated with achieving consistency.<br><br>The EU could also ban the use of climate claims like "climate neutral" or "eco" based solely on carbon removals and ban the use of green labels that are not from an approved sustainability scheme.<br><br>Increased regulation requirements will increase third-party consultancy fees and the need for internal resources. Failing to prepare or meet the enhanced regulations may result in litigation and reputational damage. | Short/Long term<br><br>(2024–2051) | Expenditures/ Increased operating costs (higher compliance costs). | Medium/ High | Videndum is exposed to a growing number of legal and regulatory compliance requirements and has developed a governance process to ensure compliance. Videndum engages with third-party specialists to support data capture and reporting in line with requirements. Internal resources have been allocated to support this. The Group also has strong engagement with suppliers to drive environmental leadership.<br><br>Videndum's ESG Committee, supported by the ESG Working Group, ensures Videndum is well prepared for any new or upcoming climate regulation. The Audit Committee regularly assesses changes in the regulatory environment.<br><br>**Related metrics and targets:** Scope 1, 2 and 3 emissions, and net zero target. |

| Risk description | Timeline | Financial impact | Magnitude of impact | Risk response |
|---|---|---|---|---|
| **Policy and legal – Increase in carbon/GHG pricing in the <2°C, 2–3°C and >3°C scenarios.**<br><br>Carbon pricing, or carbon taxing, would put a price on Videndum's direct emissions, therefore increasing operational and compliance spending. Carbon pricing is a variable cost that will fluctuate with changes in emissions and government mandates. Using projected carbon tax values across each scenario, the cost could be most significant for Videndum in the reactive scenario in the long term. Carbon pricing mechanisms may capture companies in Videndum's supply chain, with their increased costs reflected in the price of commodities produced by the Group.<br><br>The EU's Carbon Border Adjustment Mechanism ("CBAM") will put a carbon price on manufactured products imported from outside the EU. Materials, such as aluminium and iron will be captured in the definitive regime, which will be mandatory in 2026 and could impact the cost of materials Videndum imports. The UK is planning to introduce a similar carbon border taxation scheme that will likely be made mandatory from 2027. | Short/Long term (2024–2051) | Expenditures – Increased direct costs. | Medium/ High | Videndum's target is to be a net zero business by 2035 for Scope 1 and 2 and 2045 for Scope 3. Videndum will reduce carbon emissions year-on-year mitigating the risk of carbon pricing. Videndum aims to monitor the impact of carbon pricing on its business and update pricing models with accurate Scope 1 and 2 carbon emissions annually. Videndum is not currently subject to a carbon tax.<br><br>Carbon emissions will likely decrease year-on-year as Videndum works towards understanding and reducing our carbon footprint.<br><br>**Related metrics and targets:** Scope 1 and 2 and reduction target. |
| **Market – Increased costs of raw materials in the <2°C, 2–3°C and >3°C scenarios.**<br><br>As the push for net zero continues, there becomes a greater emphasis on moving away from fossil fuels. This could come in the form of carbon taxation, sanctions or restrictive policies. The unit cost of renewable electricity is more constant than that of electricity from fossil fuel sources, but it can be more expensive, resulting in increased energy costs for Videndum. Increased energy costs can also arise due to more businesses competing for RECs and Renewable Energy Guarantees of Origin ("REGOs").<br><br>High-impact materials captured under CBAM will see an added carbon cost to account for embedded emissions. High-impact products will be forced to decarbonise. As a result, new processes and technology may be introduced increasing the cost of the raw material. Rising costs of raw materials will increase Videndum's operational spend and may decrease profitability. Material alternatives can be sourced. However, they may not be suitable for the Group. | Short/Long term (2024–2051) | Expenditures – Increased indirect (operating) costs. | Medium | Videndum aims to implement energy efficiency technologies and renewable power generation to reduce the impact of this risk on the Group (see Table 10 for information on energy-efficiency measures). These measures will likely reduce the impact of rising energy costs.<br><br>Videndum's close supplier relationships support the monitoring of potential increases in costs of raw materials.<br><br>**Related metrics and targets**: Scope 1, 2 and 3 emissions, and net zero target. |

# **Responsible business** continued

TCFD continued

| Risk description | Timeline | Financial impact | Magnitude of impact | Risk response |
|---|---|---|---|---|
| **Technology – Costs to transition to lower emissions technology in the <2°C, 2–3°C and >3°C scenarios.**<br>To reach net zero Scope 1 and 2 by 2035, Videndum must invest in technology to shift away from fossil fuel use. Low-emission technology can be more expensive compared with traditional alternatives, resulting in high capital costs. Payback periods for some technologies can be years, which may affect profit and loss forecasts. In addition, early retirement of existing technology may be required (write-off of existing assets). | Short / Long term (2024–2051) | Expenditures/ Increased capital costs. | Medium/ High | Videndum has already invested a significant amount of capital for energy efficiency technologies across the Group, including LED lighting and other energy management systems (see Table 10 for information on energy-efficiency measures). These investments will support Videndum in achieving the net zero target shown in our transition plan (Table 5). The return on investment typically outweighs the cost of investing in new low-emission technology. Technology is introduced in a staggered approach to spread costs across a necessary period. Videndum is planning several site rationalisations, which will deliver progress on achieving our net zero target.<br>Related metrics and targets: Scope 1 and 2 and Scope 3 emissions (Category 1 – Purchased Goods and Services, Category 12 – Use of Sold Products). |

**Table 3: Climate-related physical risks that could have a greater potential impact on the business other than climate risks, and the mitigations.**

| Risk type | Risk description | Timeline | Financial impact | Magnitude of impact | Risk response |
|---|---|---|---|---|---|
| **Acute** | **Heatwaves/extreme heat in the 2–3°C and >3°C scenarios.**<br>All Videndum sites will experience heatwaves in the short to long term in the reactive and inactive scenarios. Extreme heat/heatwaves may adversely impact staff, causing a decrease in productivity. Governments impose restrictions on work in extreme heat, especially for manual labour. To maintain optimal temperatures for staff, there may be an increased demand for cooling through air-conditioning units, leading to an increase in energy costs and Scope 1 and 2 emissions.<br>Certain construction materials and their properties may change under extreme heat conditions. Electrical efficiency also decreases as temperature rises, resulting in an increased demand for energy at potentially a higher cost. | Short/ Long term<br>(2024 –2051) | Expenditures /Increased direct and indirect costs. | Medium | We continue implementing energy efficiency initiatives (Table 10) and technology to reduce reliance on energy supplied from the grid, such as solar panels. Our facilities are modern with appropriate air conditioning and working practices to enable employees to work safely during heatwaves and extreme heat. |

| Risk type | Risk description | Timeline | Financial impact | Magnitude of impact | Risk response |
|---|---|---|---|---|---|
| **Acute** | **Increased severity of flooding in the 2–3°C and >3°C scenario.**<br>Several Videndum sites have potential risk of flooding in the event of sea levels rising and localised flooding from rivers.<br>Flood events could lead to a closure of sites and damage properties and equipment, which will result in revenue loss. Building standards such as Building Research Establishment Environmental Assessment Method ("BREEAM") may be introduced to mitigate flood risks, which will increase capital costs.<br>Indirect impacts of flooding could also impact Videndum. Transport networks may be impacted, preventing employees from reaching the site, resulting in reduced revenue as well as disruptions to supply chains. | Medium/Long term<br>(2030–2050) | Expenditures /Increased direct and indirect costs. | Medium | Across the Group, a number of sites have high standard drainage systems, such as soakaways which are well maintained and serviced. The risk of flooding is monitored and assessed across the Group, and for key suppliers annually. However, no sites in Videndum's portfolio were flooded in 2024.<br>**Related metrics and targets:** Scope 1, 2 and 3 emissions. |
| **Acute** | **Increased frequency of wildfires in the >3°C scenario.**<br>Several sites have a moderate risk of being impacted by wildfires, most importantly the Irvine site in California. Wildfires can affect commercial activity, for example the fires in Los Angeles in early 2025 temporarily disrupted the film industry.<br>While wildfires are not expected to have direct impacts on all sites, their occurrence is expected to increase across all territories. Should a wildfire reach an operating site, it can damage buildings, equipment and stock. This will require capital spend to repair any damage.<br>Insurance coverage may decrease for sites known to be impacted by frequent wildfires.<br>Transport networks such as roads and railways around a site may be closed in the event of a wildfire, leading to supply disruptions and employees being unable to reach sites. | Long term<br>(2040–2050 | Expenditures /Increased direct and indirect costs. | Medium | No direct impacts from wildfires occurred in 2024. In January 2025, the LA wildfires however impacted Hollywood productions and indirectly impacted our businesses. Fire safety measures are in place. Fire drills, assembly points, and detection systems exist across the Group. Evacuation routes are mapped along with infrastructure for fire detection.<br>Business continuity plans are in place for key sites.<br>**Related metrics and targets:** Scope 1, 2 and 3 emissions. |
| **Chronic** | **Sea level rise in the >3°C scenario.**<br>Several Videndum sites have potential risk of flooding in the event of sea levels rising and localised flooding from rivers.<br>Sea level rise could directly impact operating sites through flooding or subsidence. It could lead to a closure of sites and damage to properties, stock and machinery which will result in a loss of revenue.<br>Sea level rise can also have indirect impacts, such as reduced insurance coverage, disrupted transport networks and closure of seaports. | Long term<br>(2040 – 2051) | Expenditures /Increased direct and indirect costs. | Medium | Videndum engages with suppliers and conducts analysis on the potential impact of key suppliers annually. Annual climate scenario analysis is also conducted on our operating sites to monitor the potential impact. Where possible, we can utilise dual sourcing as a number of our suppliers operate in multiple locations.<br>**Related metrics and targets:** Scope 1, 2 and 3 emissions. |

# **Responsible business** continued

TCFD continued

**Table 4: Opportunities identified for 2024.**

| Opportunity description | Timeline | Impact |
|---|---|---|
| **Resource efficiency – Use of energy-efficient technology in the <2°C and 2–3°C scenario.**<br>While the technology may have a high capital cost, improved process efficiency, along with reduced energy bills and operating costs will help offset the initial investment.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Reduction in operating expenses because of increased efficiency (e.g., energy costs). |
| **Energy source – Use and installation of low-emission energy technology in the <2°C and 2–3°C scenarios.**<br>Low-emission energy technology, such as installing additional solar panels, allows for further electricity generation onsite and transition away from grid reliance, as well as reducing our emissions. We will also monitor financing schemes and investment opportunities to help subsidise the upfront costs of low-emission technology. There is potential for reputational benefits as well.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Self-generated electricity can be used in business operations and excess sold to the grid, increasing savings as the cost of energy is reduced. |
| **Products and services – New low-emission product and service lines in the <2°C and 2–3°C scenarios.**<br>Videndum has the opportunity to innovate and develop new low-emission products and services which may improve its competitive position to capitalise on shifting consumer and producer preferences. This relates mainly to opportunities to support customers in reducing their emissions.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | New revenue streams. |
| **Markets – New emerging low-emission markets in the <2°C and 2–3°C scenarios.**<br>Videndum may be able to capitalise on new markets, should it proactively seek out opportunities to diversify its activities to better position itself for the transition to a lower-carbon economy.<br>Opportunities exist for organisations to access new markets through collaborating with small-scale local businesses and community groups in developed and developing countries as they work to shift to a lower-carbon economy.<br>New opportunities can also be captured through green investment in low-emission technology and infrastructure (e.g. low-emission energy production, energy efficiency, grid connectivity).<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | New revenue streams. |
| **Resilience – The business is well adapted and positioned to deal with climate change in the <2°C and 2–3°C scenarios.**<br>Videndum has an adaptive strategy to respond to climate change, better managing the associated risks and seizing opportunities, including the ability to respond to transition risks and physical risks. Videndum has already allocated capital to develop this strategy, such as installing solar panels, engaging with a third-party ESG consultancy, and developing a net zero strategy.<br>To increase resilience, the Group has set environmental targets (see page 38). Progress towards these targets will be reported on annually, demonstrating our commitment to reducing our carbon footprint.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Developing an adaptive strategy, and capitalising on the identified opportunities will promote new revenue streams. |
| **Resource efficiency – Opportunity to rationalise site portfolio in the <2°C and 2–3°C scenarios.**<br>Videndum is proactively reducing its property portfolio. This will not only support the journey to reduce emissions but also reduce costs significantly. In recent years, several sites were disposed of including Chatsworth, Stroud, Videndum Production Solutions France, New Zealand and Dallas. In 2025, we expect further site rationalisation.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Developing an adaptive strategy and capitalising on the identified opportunities will reduce operational costs. |

| Opportunity description | Timeline | Impact |
|---|---|---|
| **Resource efficiency – Digital carbon footprint reductions in the <2°C and 2–3°C scenarios.**<br>Our Media Solutions Division uses the 5S approach to optimise workplace organisation and data efficiency. The 5S's are sort, straighten, shine, standardise, and sustain. This includes eliminating unnecessary items and establishing consistent practices, which can reduce data storage costs. Our Production Solutions Division is also adopting this approach.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Reduced data storage costs. |
| **Markets – Access to green finance in the <2°C and 2–3°C scenarios.**<br>Possible access to finance for certain green initiatives, such as the Salt-E Dog battery, which uniquely uses 100% recyclable sodium cells, which have a lower Global Warming Potential than lithium-based counterparts. This will be monitored going forward to capitalise on opportunities where possible.<br>Related metrics and targets: Scope 1, 2 and 3 emissions. | Short / Medium Term (2024–2039) | Cheaper financing. |

**Climate risk management**

We have a well-developed process and framework for identifying, assessing and managing our climate-related risks and capitalising on opportunities where possible, for which the Board has ultimate responsibility. We followed four interconnected steps:

**Step 1 – Identification** – This is our fourth year identifying the climate-related risks and opportunities that may potentially impact Videndum. The Head of Group Risk Assurance, in partnership with Inspired ESG, identify the climate-related risks and opportunities for all our sites and our top 49 suppliers. Analysing the potential impact of a number of physical risks, such as flooding, on our supplier locations and supply routes, allows us to forecast potential disruptions to our supply chain. In July 2024, supported by Inspired ESG, we held a climate risk workshop which covered transition risks at a Group level. In September 2024, we held three additional climate risk workshops on the physical risks for each of our Divisions at a site level. Conducting these workshops allows us to identify any new risks and opportunities for the business and understand if those previously identified are still relevant. In total, 18 climate-related risks and eight opportunities were identified in 2024.

**Step 2 – Assessment** – At the climate risk workshops, stakeholders assessed the potential likelihood and impact of each climate risk across three global warming pathways and three different timeframes (see page 31 for more information). This allowed us to identify which transition and physical risks and opportunities were most material to the Group (see Tables 2, 3 and 4). Members of the ESG Committee continuously monitor emerging and changing climate-related regulatory requirements, which are reviewed at least annually with Inspired ESG. Stakeholders who attended the workshops include the Head of Group Risk Assurance and the ESG Coordinators for each Division. The Head of Group Risk Assurance finalised the impact scores for each climate-related risks based on these workshops, considering the potential financial impact. Risks were scored according to the Group's Risk Register methodology for impact:

- Low (Moderate): Risks with a potential financial impact lower than £1 million.
- Medium (Major): Risks with a potential financial impact between £1 million and £5 million.
- High (Critical): Risks with a potential financial impact greater than £5 million.

Existing mitigation measures were considered as part of the risk assessment process (net risk). Risks scored as medium or high for impact were considered material (Tables 2 and 3) and will have mitigation measures prioritised. Risks that were not deemed to be material will be monitored and transferred for re-evaluation in 2025 to understand whether additional mitigation measures are needed.

**Step 3 – Appraisal** – We continue to appraise our risk management options, ensuring the response remains relevant and most effective. In 2024, we assessed the effectiveness of existing risk mitigation options and discussed plans for developing and implementing future measures. Where necessary, we also investigated potential options to manage the impact of risks and opportunities within our supply chain, including further supplier engagement and monitoring.

**Step 4 – Management** – Finally, in 2024, following the climate risk workshops, the stakeholders who attended, discussed the management strategies for each risk, ensuring effective frameworks and actions were in place for all risks and opportunities. Controls were implemented to prevent, reduce or mitigate risks or increase the likelihood of opportunities (Tables 2, 3 and 4). For example, Videndum has already invested significant capital expenditures for energy efficiency technology across the Group, including LED lighting and other energy management systems (Table 10). The Head of Group Risk Assurance and Inspired ESG ensures the Board is updated on key developments throughout the year, such as at the two ESG Committee meetings held in 2024. Discussions focused on existing emissions and waste reduction targets, as well as updates on emerging legislation that will impact the Group, such as CSRD. We recognise that residual risks will remain and will communicate this across the Group as appropriate. Our management teams and the Head of Group Risk Assurance will annually review climate risk exposure against business risk level tolerances. Climate-related risk identification and management processes are integrated into the Group's general risk management process, with climate change identified as a principal risk. The Group's climate-related strategy is developed annually based on the material climate-related risks identified and the implementation of additional mitigation measures where necessary. Increasing legislation, such as CSRD, is a prime example of a climate risk being strategically important for the business. Throughout this process, Videndum has evaluated the current resilience of our business model and strategy under each climate scenario and timeframe, assessing the potential impacts and deemed that they are resilient to the three climate scenarios. We will review this annually to ensure that our resilience is maintained. Videndum is currently monitoring the latest CSRD omnibus changes to determine if our Media Solutions Division will still be captured under these regulations.

# Responsible business continued

## TCFD continued

### Metrics and targets

In 2024, we continued to make progress on our journey to net zero (minimum 90% absolute reduction, with residual emissions neutralised using permanent carbon removals) for Scope 1 and 2 by 2035 and Scope 3 by 2045, from a 2021 baseline year. The 2035 targets for Scope 1 and 2 differ from the 2045 objectives for Scope 3, due to the complexities associated with data collection and mitigating emissions beyond direct operational control. We have set several ambitious targets to manage and mitigate the climate-related risks described in Tables 2 and 3, and to reduce our impact on the environment. Videndum's other environmental indicators, such as energy efficiency measures (Table 10), waste reduction, product sustainability and supply chain integrity, contribute towards mitigating some transition and physical risks and capitalise on the potential opportunities in substituting products to lower-emission alternatives. We use a wide variety of metrics to measure climate-related impacts. These metrics consist of Videndum's greenhouse gas inventory, including the Group's Scope 1, 2 and 3 carbon emissions and our emissions reduction pathway, aligned with the Paris Agreement 1.5°C warming scenario. No third-party verification has been provided for emissions calculations.

**Table 5: Videndum's transition plan – a roadmap to net zero.**

| Scope | Area | Short term (up to 2025) | Medium term (2025–2035) | | | | Long term |
|---|---|---|---|---|---|---|---|
| | | 2024 | 2025 | 2027 | 2030 | 2035 | 2045 |
| Scope 1 and 2 | Near-term target | 38% reduction since 2021 using the market-based approach to measuring emissions from electricity. Not achieved. Further reductions are expected in 2025 to help achieve a 42% reduction by the end of 2025. | 42% reduction since 2021 using the market-based approach to measuring emissions from electricity. We expect that emissions will be further reduced through gas substitution measures that are at an evaluation stage. | 50% absolute reduction from 2021. | 60% absolute reduction from 2021. | 90% absolute reduction from 2021. Neutralise residual emissions through permanent carbon removals. | |
| | Key actions | Improve energy efficiency of electricity and gas – measurable actions have been identified to further reduce emissions for Scope 1 and 2. This includes: further solar panel projects (Feltre, Italy); increased LED lighting coverage; investment in more energy-efficient machinery; site rationalisation and continued conversion of company cars to electric or hybrid as and when leases expire. We are working to ensure that all electricity contracts are based on renewable energy so as to reduce Scope 2 emissions under the market-based method. | | | | | |
| | Electricity | Second installation of solar panels at Feltre, Italy. LED system implemented in Phoenix, US. | Reduction in the size of the property portfolio (under-utilised sites) will reduce annual emissions by at least 500 $tCO_2e$ per annum against the 2021 baseline. | | | | |

| Scope | Area | Short term (up to 2025) 2024 | Medium term (2025–2035) 2025 | 2027 | 2030 | 2035 | Long term 2045 |
|---|---|---|---|---|---|---|---|
| | Natural gas and other fuels | Evaluate the investment required to convert heating systems to air source pumps. Evaluate the cost of substituting gas used by paint shops. Initial costs and feasibility studies have been completed. | Convert 100% of company cars to electric or hybrid, when leases expire. | | | Implement heat recovery systems for all Media Solutions manufacturing sites and replace all paint ovens with electric alternatives. | |
| | Net zero target | | | | | 2035 | |
| Scope 3 | Near-term target | | Identify the percentage of Group suppliers that have provided emissions data. | | | 58.8% absolute reduction in Purchased Goods and Services Emissions by 2034, from 2021. | 90% reduction |
| | Key actions | Implement measures to reduce Scope 3 emissions from business travel, supply chain, transportation of goods and employee commute. This includes:<br>– Conduct PLCAs (cradle to grave) for key product lines.<br>– Work with our top five biggest suppliers by revenue to request supplier-specific data on products by 2025.<br>– Insource production to our energy-efficient manufacturing processes to reduce the emissions associated with bought-in finished goods.<br>– Expand the use of carpooling.<br>– Monitor flights for business, encourage alternative forms of travel (e.g. rail) where possible. | | | | | |
| | Net zero target | | | | | | 2045 |
| | | – 90% absolute reduction from 2021.<br>– Neutralise residual emissions through permanent carbon removals. | | | | | |

# **Responsible business** continued

TCFD continued

### Reducing our greenhouse gas emissions

We understand that data quality and improvements are an important part of reducing our emissions footprint. In 2024, we expanded the ESG Supplier Questionnaire, with our Videndum Creative Solutions Division engaging with an additional ten suppliers based on spend, covering topics such as carbon emissions, energy usage, reduction targets and wider ESG programmes. Media Solutions has incorporated ESG as one of the criteria in our vendor rating system, and in 2024, as a result of closely working with suppliers on ESG topics, six have now obtained the Global Recycled Standard certificate, and four have achieved ISO 14001 Environmental Management Standard certification. We will use the information from suppliers to improve the accuracy of our Scope 3 Category 1: Purchased Goods and Services and Category 2: Capital Goods data. We deem this approach to be effective and will widen the scope of this approach over time. In 2024, we worked with Inspired ESG to further refine our data collection methods across the Group and make appropriate restatements, where required. Under the GHG Protocol, there are 15 Scope 3 reporting categories, of which 11 apply to Videndum. The following categories do not apply: upstream leased assets (Category 8), selling goods which require further processing (Category 10), franchises (Category 14), and any significant applicable investments (Category 15). Annually, we aim to introduce measures to improve the accuracy of our data collection. We will continue to utilise the GHG Protocol in all our emissions calculations.

In 2023, we set a goal of reducing our year-on-year Scope 1 and 2 (market-based emissions) by 38.0% compared to the 2021 baseline. While we have achieved a reduction of over 17.5%, we did not meet the overall goal. However, this has helped get the Group back on track to meet its 2035 net zero target. To meet this target, an annual reduction of 8.0% is required, from 2024 up to and including 2035. One of the key measures of reducing our Scope 2 emissions is incorporating renewable energy contracts. As some renewable energy contracts were implemented later than expected, we expect further reductions in 2025 from our already completed actions. To sit alongside the renewable energy contracts, we are constantly looking to reduce overall energy consumption from the grid. This has been showcased in the 89.2% increase in onsite renewable energy production from 2023 to 2024. 2025 will also see rationalisation of sites to ensure existing spaces are being used as efficiently as possible. Previously, the Group had planned to be carbon neutral (offsetting total Scope 1 and 2 emissions, without a minimum reduction requirement) by 2025. Due to current business conditions, we are focusing our financial resources on actual decarbonisation efforts towards achieving our net zero target. Therefore, Videndum will not be looking to achieve a carbon neutral status, instead net zero Scope 1 and 2 by 2035, will be the primary focus.

For Scope 3, we aim to reduce our Purchased Goods and Services emissions by 58.8% by 2034. The Group is well on track to meet this target, having achieved a 52.7% reduction to date. The reduction in Scope 3 emissions has largely been driven by a decrease in spend on Goods and Services. Beyond the near-term target, it is important to continually work towards additional reductions. In 2024, a continued focus was placed on both Upstream and Downstream transportation and distribution. Each business within the Group is making annual improvements to data quality to enable informed decision-making geared towards efficiencies and emission reductions. Our progress in all Scopes is demonstrated in Table 6.

**Table 6: Group emissions from 2021 to 2024 and emission reduction targets.**

| Emissions Scope | 2024 Gross emissions ($tCO_2e$) | 2023 Gross emissions[1] ($tCO_2e$) | 2022 Gross emissions[1] ($tCO_2e$) | 2021 Gross emissions ($tCO_2e$) | Interim target | Net zero target year | Progress to meet target |
|---|---|---|---|---|---|---|---|
| Scope 1 | **1,068** | 1,155 | 1,336 | 1,231 | 50% reduction by 2030. | 2035 | 16% reduction from 2021 to 2024. |
| Scope 2 (Market-based) | **748** | 1,064 | 1,304 | 971 | | 2035 | |
| Scope 3 | **84,931** | 103,147 | 176,299 | 164,737 | 58.8% absolute reduction in purchased goods and services by 2034, from 2021. | 2045 | We have reduced our Scope 3 emissions by 48.4% from a 2021 baseline. Purchased Goods and Services have reduced by 52.7%. |
| **Total** | **86,747** | **105,366** | **178,939** | **166,939** | – | – | **We have reduced our total footprint by 48.4% since our 2021 baseline assessment, showcasing the positive steps we have taken to achieve net zero by 2045.** |

1 All previous year's Scope 3 emissions figures have been restated in 2024. This is a result of the Department for Environment, Food & Rural Affairs (UK) restating conversion factors. Additional restatements have occurred as improved data quality has been achieved to ensure methodologies align across all years. The decrease in Scope 2 emissions using a market-based approach is due to energy saving measures. In addition, the Group enters renewable energy electricity contracts where available. Scope 3 has significantly reduced in 2024 mainly as a result of reduced business activity.

## Streamlined Energy and Carbon Reporting

This section summarises the energy usage, associated emissions, energy efficiency actions and energy performance for the Group, under the government policy Streamlined Energy and Carbon Reporting (SECR), as implemented by the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018. Carbon emissions are categorised as follows:

**Scope 1**: Consumption and emissions related to direct combustion of natural gas, fuels utilised for transportation operations, such as company vehicle fleets, refrigerant gases, and any other fuels.

**Scope 2**: Consumption and emissions from indirect emissions, relating to the consumption of purchased electricity, heat, and steam in daily business operations.

**Scope 3**: Energy and emissions from business travel conducted in vehicles not owned or operated by the business, otherwise known as grey fleet mileage.

**Table 7: Total consumption (kWh) figures for energy supplies reportable by the Group.**

| | UK (kWh) 2024 | UK (kWh) 2023 | UK (kWh) 2022 | UK (kWh) 2021 | Global (excluding UK) (kWh) 2024 | Global (excluding UK) (kWh) 2023 | Global excluding UK) (kWh) 2022 | Global excluding UK) (kWh) 2021 | Total kWh 2024 | Total kWh 2023 | Total kWh 2022 | Total kWh 2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Scope 1 – gaseous and other fuels (voluntary) | **752,858** | 783,283 | 872,109 | 945,124 | 4,395,143 | 4,624,549 | 5,112,471 | 4,053,757 | 5,148,001 | 5,407,832 | 5,984,580 | 4,998,881 |
| Scope 1 – transport (Company fleet) | **105,884** | 195,019 | 275,041 | 236,608 | 430,120 | 506,567 | 669,388 | 1,093,729 | 536,004 | 701,585 | 944,429 | 1,330,337 |
| Scope 2 – grid electricity | **1,292,762** | 1,208,408 | 1,322,599 | 1,716,613 | 6,874,583 | 7,506,194 | 8,940,700 | 8,709,990 | 8,167,345 | 8,714,602 | 10,263,299 | 10,426,603 |
| Scope 2 – Self-generated renewable electricity* | **371,077** | 396,273 | 379,612 | – | 1,131,794 | 397,860 | 359,599 | – | 1,502,871 | 794,133 | 739,211 | – |
| Scope 2 – transport (Company fleet) | **28,265** | 19,857 | 5,448 | 6,473 | 346 | – | 1,727 | – | 28,611 | 19,857 | 7,175 | 6,473 |
| Scope 2 – purchased heat, steam and cooling | **1,239** | 2,475 | 2,675 | 9,148 | 0 | – | – | – | 1,239 | 2,475 | 2,675 | 9,148 |
| Scope 3 – grey fleet | **154,266** | 124,765 | 35,880 | 51,642 | 12,582 | 63,154 | 69,097 | 49,342 | 166,848 | 187,919 | 104,977 | 100,984 |
| **Total energy use – all Scopes** | **2,706,351** | **2,730,080** | **2,893,364** | **2,965,608** | **12,844,568** | **13,098,324** | **15,152,982** | **13,906,818** | **15,550,919** | **15,828,403** | **18,046,346** | **16,872,426** |

* Self-generated electricity is being reported for the first time as data has now become available. This represents solar PV electricity being generated and directly consumed across our sites.

# **Responsible business** continued

## TCFD continued

**Table 8: The Total Carbon Emissions ($tCO_2e$) figures for Group.**

| UK ($tCO_2e$) 2024 | UK ($tCO_2e$) 2023 | UK ($tCO_2e$) 2022 | UK ($tCO_2e$) 2021 | Global (excluding UK) ($tCO_2e$) 2024 | Global (excluding UK) ($tCO_2e$) 2023 | Global excluding UK) ($tCO_2e$) 2022 | Global excluding UK) ($tCO_2e$) 2021 | Total ($tCO_2e$) 2024 | Total ($tCO_2e$) 2023 | Total ($tCO_2e$) 2022 | Total ($tCO_2e$) 2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Scope 1 Total** | | | | | | | | | | | |
| **164** | **189** | **224** | **228** | **904** | **966** | **1,112** | **1,002** | **1,068** | **1,155** | **1,336** | **1,231** |
| Scope 1 – gaseous and other fuels (voluntary) | | | | | | | | | | | |
| **139** | 143 | 159 | 173 | 806 | 847 | 938 | 745 | 945 | 990 | 1,097 | 919 |
| Scope 1 – transport (Company fleet) | | | | | | | | | | | |
| **25** | 46 | 65 | 55 | 98 | 119 | 159 | 257 | 123 | 165 | 224 | 312 |
| Scope 1 – refrigerants | | | | | | | | | | | |
| **1*** | – | – | – | 1* | – | 15 | – | 1* | – | 15 | – |
| **Scope 2 Total** | | | | | | | | | | | |
| **274** | **255** | **258** | **367** | **2,131** | **2,301** | **2,645** | **2,167** | **2,405** | **2,556** | **2,903** | **2,535** |
| Scope 2 – grid electricity | | | | | | | | | | | |
| **268** | 250 | 256 | 364 | 2,131 | 2,301 | 2,645 | 2,167 | 2,399 | 2,551 | 2,901 | 2,532 |
| Scope 2 – transport (Company fleet) | | | | | | | | | | | |
| **6** | 4 | 1 | 1 | 1* | – | 1 | – | 6 | 4 | 1 | 1 |
| Scope 2 – purchased heat, steam and cooling | | | | | | | | | | | |
| **1*** | 1 | 1 | 2 | – | – | – | – | 1 | 1 | 1 | 2 |
| Scope 3 – grey fleet | | | | | | | | | | | |
| **35**** | 29 | 8 | 12 | 2 | 15 | 16 | 12 | 37 | 43 | 25 | 24 |
| **Total energy use – all Scopes** | | | | | | | | | | | |
| **473** | **473** | **490** | **607** | **3,038** | **3,282** | **3,773** | **3,181** | **3,510** | **3,754** | **4,264** | **3,790** |

*These values are less than 0.5 $tCO_2e$ and have been rounded up.

** The increase in the UK grey fleet emissions from 29 to 35 $tCO_2e$ is down to an increase in expensed mileage. Production Solutions accounts for a majority of the UK expense mileage and had an increase in 2024.

**Table 9: Intensity metric of $tCO_2e$ per £million turnover applied for the annual total consumption.**

| UK Intensity Metric 2024 | UK Intensity Metric 2023 | UK Intensity Metric 2022 | UK Intensity Metric 2021 | Global (excluding UK) Intensity Metric 2024 | Global (excluding UK) (Intensity Metric 2023 | Global excluding UK) Intensity Metric 2022 | Global excluding UK) Intensity Metric 2021 | Total Global Intensity Metric 2024 | Total Global Intensity Metric 2023 | Total Global Intensity Metric 2022 | Total Global Intensity Metric 2021 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Intensity Metric | | | | | | | | | | | |
| 18.85 | 18.19 | 12.72 | 16.36 | 11.74 | 11.35 | 9.14 | 8.90 | 12.37 | 11.92 | 9.45 | 9.61 |

## 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. Reducing the Group's emissions mitigates certain climate risks stated in Table 3.

**Table 10: Energy efficiency improvements that will reduce Group emissions in 2024 and planned for 2025 onwards.**

| Category | Measures undertaken in 2024 | Measures planned for 2025 onwards |
|---|---|---|
| **Renewable energy contracts and sustainable energy sourcing** | – Creative Solutions moved SmallHD, Wooden Camera and the Los Angeles site to RECs. The Agreement is for 755MW of solar power, comprised of three solar farm sites.<br>– Media Solutions Ashby site is sourcing 100% renewable energy and biogas that produces lower carbon emissions compared to fossil fuel equivalent. | – Creative Solutions will look to renew the REC agreement for the 2025 calendar year, for the three sites. |
| **Energy efficient transportation** | – Creative Solutions technology repair truck is still in operation, with solar panels installed on the vehicle roof.<br>– Production Solutions have one plug-in hybrid and three electric vehicles representing 50% of the Divisions fleet.<br>– At Production Solutions Cartago site, the carpooling scheme remained in use, with four groups of people commuting (10 people in total).<br>– A programme called Cyclescheme is still in place at Production Solutions, Bury St Edmunds, UK site, to finance conventional and electric bicycles for our employees. Two additional applicants requested to join the scheme during the year, with 80 applicants since 2014.<br>– Media Solutions continued to transition the fleet to hybrid and electric. The Division has 66 vehicles, with 82% being hybrid or electric. | – Assess the Group's fleet to understand where it would be possible to further convert our vehicle fleet to EV and Hybrid.<br>– Continue the Cartago carpooling scheme.<br>– Continue the Bury St. Edmunds Cyclescheme.<br>– Media Solutions has set a target for 85% of the vehicle fleet to be hybrid and 15% fully electric by the end of 2025. |
| **LED lighting** | – Media Solutions extended the LED light conversion project at the Savage site in Phoenix. This initiative is projected to save 119.828 MWh, representing 58% of the site's total electricity consumption. To date, the exterior conversion has been completed, achieving a 6% reduction in electricity usage. The project will continue into 2025 to complete the full transition to LED lighting. | – Complete the full LED lighting transition for our site at Phoenix. |

# **Responsible business** continued

TCFD continued

## Methodology

Scope 1 and 2 consumption and $CO_2e$ emission data for UK sites have been calculated in accordance with the 2019 UK Government environmental reporting guidance and the Greenhouse Gas Protocol ("GHG Protocol"). The current kWh gross calorific value ("CV") and $kgCO_2e$ emissions factors for the reporting year from 1 January to 31 December 2024, were applied. Scope 3 emissions have been calculated based on the GHG Protocol Corporate Value Chain (Scope 3) Standard.

### Scope 1 emissions

Direct emissions from our operations, such as fuel combustion, are categorised under Scope 1. To convert Scope 1 natural gas usage in the UK, the UK DESNZ 2024 emissions factors database was used. For the US, the United States Environmental Protection Agency GHG Emissions Factors Hub 2024 was used. For Australia, the Australia National GHG Account Factors 2024 database was used. For remaining countries, we default to the UK DESNZ 2024 emissions factors database.

### Scope 2 emissions

Indirect emissions generated from purchased electricity, heat and steam. Scope 2 emissions are calculated based on both the "location-based" and "market-based" methods outlined in the GHG Protocol.

### Location-based methodology

Methodology to calculate Scope 2 emissions using the average electricity grid emission conversion factor of a region. We applied country-specific factors for all sites.

### Market-based methodology

Methodology to calculate Scope 2 emissions using electricity conversion factors specific to the contractual instruments in place for procured electricity (REGOs and RECs). Where contract-specific data was not available, location-specific residual factors were used, except for sites within the USA. For our American sites, US eGrid factors have been applied. Where neither is present, the location-based factor was used.

### Scope 3 emissions

All applicable Scope 3 categories were identified based on an operational control boundary. Emissions 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. Most conversion factors were sourced from UK Government GHG Conversion Factors for Company Reporting, v1.1 2024. In addition, 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 when a spend-based approach was used. Scope 3 emissions include Well to Tank and Transmission & Distribution ("T&D") losses.

# Non-Financial and Sustainability Information Statement

Videndum complies with the requirements of sections 414CA and 414CB of the Companies Act 2006, the 2018 Non-Financial Reporting Directive and other key compliance areas by including certain non-financial information within the Strategic report. The table below, and the information it refers to, is intended to help stakeholders understand our position on key non-financial matters:

| Reporting requirement | Further information | Related Principal Risk | Page(s) |
|---|---|---|---|
| **Climate-related financial disclosures and environmental matters** | – The Responsible business section outlines our commitment to operating responsibly in all our dealings with our stakeholders.<br>– Our ESG targets sets out a roadmap towards becoming a sustainable business.<br>– Videndum discloses its climate-related risks in line with TCFD requirements. | 10 | 26 to 44 |
| **Employees** | – Videndum has a Code of Conduct which outlines the Group's expectation and commitment to maintaining the highest standards of ethical conduct and behaviour in business practice. The Code is reviewed annually and in early 2024 the Code of Conduct was recommunicated to all employees.<br>– We are committed to diversity and inclusion at all levels of our business and we do not discriminate on any basis.<br>– Videndum has a well-established employee engagement and feedback programme with Caroline Thomson, the Non-Executive Director responsible for employee engagement. | 7 | 27 and 56 |
| **Social matters** | – The Responsible business section and our stakeholders sets Videndum's approach to supporting our employees, customers and suppliers. | 1, 9 and 10 | 24 and 28 |
| **Anti-bribery and corruption** | – Videndum's Code of Conduct sets out the expectations towards the highest standards of ethical conduct and behaviour in business practice.<br>– Videndum has an anti-bribery and corruption policy that has been reviewed by the Board annually and sets out the responsibilities and expectations of our employees for the prevention, detection and reporting of bribery and other forms of corruption.<br>– Employees receive training on the anti-bribery and corruption policy, including gifts and hospitality.<br>– Suppliers are made aware of our zero-tolerance approach to bribery and we undertake due diligence on all suppliers using the NAVEX Risk Rate system. | 5, 6 and 7 | 28 |
| **Human rights and modern slavery** | – Videndum's Code of Conduct outlines our stance on human rights and modern slavery.<br>– A separate Slavery and Human Trafficking statement is published on our website annually and underlines our commitment to ensuring that slavery and human trafficking does not exist in our business operations or our supply chain. | 6, 7, 8 | 28 |
| **Business model and strategy** | – Details of how we do what we do, why, where and for whom. | 2, 5, 8, 12 | 3 to 44 |
| **Principal risks** | – Videndum's principal risks set out the business risks and the mitigating actions that are taken to help reduce the impact of any of these risks across the Group. | | 18 to 23 |

The Strategic Report, including pages 2 to 45, was approved by a duly authorised Committee of the Board of Directors on 30 April 2025 and signed on its behalf by:

**Stephen Harris**
Chairman
30 April 2025