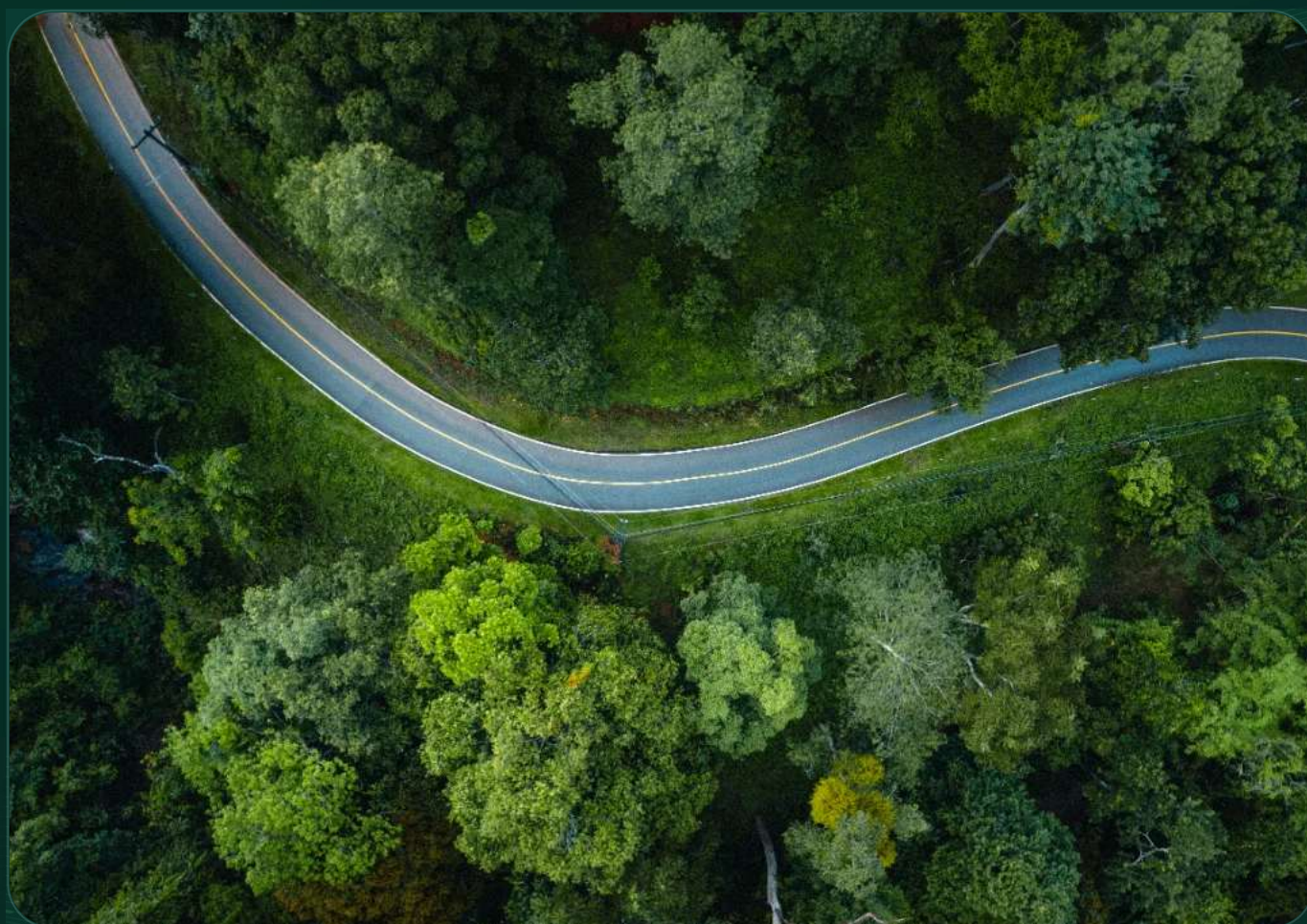


— VCG TECHNOLOGY SERVICES LTD

ESG Annual Report FY25/26

Our progress across environmental, social and governance activity, and the year our 2032 carbon reduction target was met six years early.



£3.16M

Social value delivered

59.5%

Carbon reduction vs FY23/24
baseline

55.22

FTE local people employed / retained

INSIDE THIS REPORT

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A summary of VCG's ESG priorities, the progress embedded across the business in FY25/26, and where we will focus next.

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CEO & People Services Director Introduction

At VCG, we remain committed to making a meaningful impact through our Environmental, Social, and Governance (ESG) activity. FY25/26 is a year of continued progress, building on the foundations established through our ESG committee, carbon reduction activity, social value reporting, employee engagement initiatives and strengthened governance framework. This report sets out our current ESG priorities, the progress already embedded across the business, and the areas we will continue to develop as we work towards our long-term 2030 and 2050 ambitions.

MILESTONE

59.5%

reduction since FY23/24

Our 2032 Carbon Target, Met Six Years Early

We set out to halve our carbon output by 2032. Our footprint has fallen from 338.01 to 136.88 tCO₂e, a cut of 201.13 tCO₂e and 59.5% against baseline. The commitment is met, and our attention now turns to holding that position as the business grows.



Environmental

Measuring, managing and reducing our carbon impact across operations and supply chain.



Social

A supportive, inclusive workplace and positive value for the communities we serve.



Governance

A strengthened governance framework, active ESG committee and transparent reporting.



Rob Moss
Chief Executive Officer



Hollie Dixon
People Services Director

Who We Are

VCG are a network transformation specialist, with over 20 years' experience in understanding, designing, implementing and managing complex, multi-site solutions across multiple architectures, backed by world-leading vendor technologies.

VCG has a strong heritage within the retail sector, delivering and managing hundreds of infrastructure projects with different levels of complexity and magnitude, enabling the successful realisation of core business outcomes through projects that are delivered to the highest standards.

20+ Years' experience in network transformation

100s Multi-site infrastructure projects delivered

Multi Architecture solutions, world-leading vendors

OUR LONG-TERM AMBITION



Our target to reduce carbon output by **50% by 2032** has been met, six years early. Next: **carbon neutrality by 2050**, with ESG embedded as a driver of responsible, resilient growth.

— THE YEAR IN FOCUS

Our ESG Focus for FY25/26

This year we focused on strengthening how we measure, manage and reduce our environmental impact, keeping our people central to our strategy, and setting clear priorities for the year ahead.

01 Environmental Progress

2032 target met early

02 Social Value & Community

£3.16M delivered

03 Looking Ahead Through FY27

Priorities for next year

Measuring & Reducing Our Impact

During FY25/26, VCG focused on strengthening the way we measure, manage and reduce our environmental impact. The carbon footprint report below provides a structured view of our emissions profile, helping us identify trends, monitor progress against our reduction commitments and ensure our environmental decisions are supported by clear, measurable data.

TARGET MET, SIX YEARS EARLY

Against our FY23/24 baseline of 338.01 tCO₂e, our footprint has fallen by 201.13 tCO₂e. That is a 59.5% reduction, exceeding our 50% by 2032 commitment.

59.5%

vs 50% target

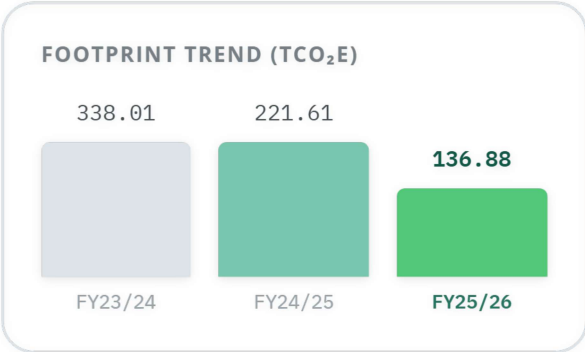
CARBON FOOTPRINT - FY25/26

Scope / Category	tCO ₂ e
Gas	17.55
Company Vehicles	15.15
Total Scope 1	32.70
Electricity	19.12
Total Scope 2	19.12
WTT & T&D	9.89
Water	0.22
Waste	0.01
Business Travel	30.33
Hotels	14.67
Data Centre	29.96
Total Scope 3	85.06
Grand Total	136.88

YEAR ON YEAR

84.73 tCO₂e

down from 221.61 tCO₂e in FY24/25, a fall of 38.2%.



REDUCTION TARGETS

50% **MET**

by 2032, achieved FY25/26

Net zero

by 2050, in progress

Building on carbon reduction activity delivered in FY24/25, we continue to improve our reporting processes and develop more robust engagement with suppliers and partners. Meeting the 2032 target early is a milestone, not a finish line: this table should be read as a baseline for continuous improvement, supporting ongoing work around energy efficiency, sustainable procurement, low-carbon travel, responsible waste management and environmental awareness across the business.

Social Initiatives

Our people remain central to VCG's ESG strategy. In FY25/26, our focus was on maintaining a supportive, inclusive and engaging workplace while continuing to create positive value for the communities we serve, through volunteering, charitable activity, employee wellbeing, learning and development, and inclusive recruitment.



TOTAL DELIVERED SOCIAL VALUE

Across employment, local economy, community and environment

£3,164,568

Theme	Measure	Delivered	Social value
Work	Local people employed or retained	55.22 FTE	£2,405,948
Economy	Spend with local companies in the supply chain	£820,911	£756,794
Community	Local community projects, donations	£3,000	£803
Community	Local community projects, volunteering	45.84 hrs	£801
Planet	Miles driven using zero-emission vehicles	4,725 mi	£222
Total delivered social value			£3,164,568

The largest contribution comes from work-related value, with **55.22 FTE** local people employed or retained, generating **£2,405,948** of social value, supported by **£756,794** created through spend with local companies in the supply chain.

Community and environmental measures, including donations, volunteering hours and zero-emission miles, represent a smaller share but remain important indicators of responsible business. We continue to review how social value is calculated to keep the data accurate, transparent and meaningful for all stakeholders.

Looking Ahead Through FY27

By combining governance, technology, supplier engagement and employee involvement, VCG will continue to embed ESG as a meaningful driver of responsible growth, resilience and long-term value.



Employee Experience

Using feedback, engagement data and manager conversations to improve benefits, wellbeing, performance development and career growth, with momentum on appraisals, PDPs and training pathways.



Supplier & Partner Engagement

A priority for the year ahead, with greater emphasis on environmental performance, ethical sourcing, data protection, cyber security governance, wellbeing, diversity and responsible hardware lifecycle management.



Stronger Carbon Reporting

Working more closely with suppliers and partners to gather better emissions information, review environmental credentials and identify practical ways to reduce carbon impact across our value chain, now with the 2050 neutrality goal as the focus.



Diversity, Inclusion & Belonging

Continuing to grow our focus as we build a more representative workforce and create an environment where all employees feel supported, valued and able to contribute.



Sustainability Collaboration

Deepening collaboration with customers, partners and suppliers to deliver practical sustainability outcomes together.

— GET IN TOUCH

Let's Keep the Conversation Going

Thank you to our colleagues, partners and stakeholders for supporting our ESG journey. Meeting our 2032 carbon target early shows what is possible, and we look forward to building on that progress through FY27 and beyond.



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