



Ergo

2025/2026

Sustainability *Report*

ergo:

a Presidio Company



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Introduction

Welcome to Ergo's first Sustainability Report - a significant milestone in our journey toward building a greener, fairer, and more resilient future.

While this is the first time we are formally reporting on our sustainability performance, sustainability itself is far from new to us. Since 2020, it has become a core part of how we operate, make decisions, and plan for the future. What began as a commitment to doing better has evolved into meaningful action and real momentum.

Over the past number of years, we have achieved milestones that reflect both our ambition and our responsibility. In 2022, we received our first EcoVadis rating, a moment that validated our efforts and set a benchmark for continuous improvement. We are proud to be the first technology company in Ireland to sign the United Nations Global Compact, demonstrating our commitment to universal principles around human rights, labour, environment, and anti corruption. We have also built important internal structures, including our Sustainability Steering Committee and our three core working groups, Healthy Planet, Happy People, and Good Governance to ensure we integrate sustainability across every corner of our business.

This report offers a snapshot of the work underway across Ergo to progress our sustainability agenda. It captures the steps we've taken, the teams behind them, and the foundations we are laying for a more responsible and ethical business. We recognise that there is still much more to do, but we are confident that by sharing our progress openly, we will continue to build momentum, strengthen collaboration, and push ourselves to do better year after year.

Our tagline reads: Prepared for Today, Planning for Tomorrow. The "tomorrow" we are planning for depends on every decision we make today. As a business and as individuals, we have a responsibility to protect our planet, support our people, uphold strong governance, and contribute to a better future. This report marks both a milestone and the beginning of a new chapter for Ergo. We are proud of the progress we have made to date, and clear-eyed about the work still ahead. As we enter this next phase, strengthened by our recent acquisition by Presidio, a trusted digital services and solutions provider[AB2.1], we do so with shared values, a shared culture and a shared ambition to advance sustainability at scale. Together, we are committed to transparency, accountability and continuous improvement, building a more sustainable, responsible and resilient organisation for years to come



Conal O'Donnell

Chief Executive Officer
(CEO)





33 years
delivering IT excellence

5 global locations

450 + colleagues

400+ customers
across public sector, private sector,
and enterprise organisations

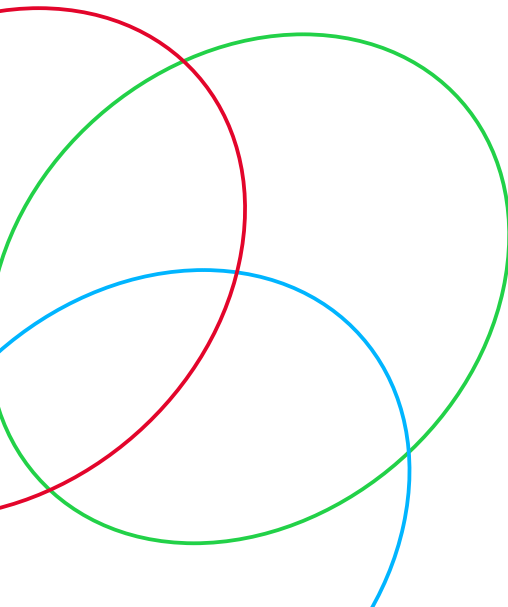
Proudly working with
leading technology partners



15 years as Deloitte Best
Managed Company



Committed to
industry best
practice



Our Values



Ownership

We work in a way that takes full ownership, seeing things through fully, for both our clients and one another.



Respect

Treating all individuals with dignity, kindness, and understanding. We believe that treating others with respect is not only the right thing to do, but also essential for creating a positive workplace.



Inclusion

We are committed to fostering a culture of inclusion, where diverse perspectives and backgrounds are not only welcomed but celebrated, and where everyone feels valued and empowered to contribute to our shared success.



Energy

We believe our collective passion, enthusiasm, and drive propel us forward in work and interactions, both with each other and clients, essential for overcoming challenges and achieving our goals.



ThinkErgo

It matters to us all that we work in a way that goes beyond our individual teams or silos and instead, focus on what is right for Ergo as a whole, we recognise that this will be especially important as we continue to grow.



Entrepreneurship

To ensure our continued success, we will need energy and ambition, with each of us thinking and working in ways that create opportunities.



Setting our Sustainability Focus Areas

Our Commitment to Global Standards

To ensure we remain clear, compliant, accountable and transparent in how we operate, Ergo aligns with internationally recognised sustainability frameworks that independently assess and validate our performance across Environmental, Social and Governance (ESG) pillars.



Aligning to the UN Sustainable Development Goals

As the first technology company in Ireland to sign the United Nations Global Compact (UNGC) in 2022, Ergo is committed to a roadmap of continuous improvement that supports the UN's Ten Principles and aligns with the UN Sustainable Development Goals (SDGs) for 2030, including long-term ambitions such as progressing towards Net Zero. This global framework guides our strategic direction and holds us accountable to internationally recognised standards of responsible and sustainable business.



EcoVadis

We proudly participate in EcoVadis, having first enrolled in 2022, and we currently hold a Bronze rating - a reflection of our progress to date and a benchmark that continues to motivate further improvement year on year.



United Nations
Global Compact

United Nations Global Compact Initiative

In 2022, we became the first technology company in Ireland to sign the United Nations Global Compact (UNGC), demonstrating our public commitment to its Ten Principles on human rights, labour, environment and anti corruption.



Our Partnership with Goodbody Clearstream

In early 2025, we further strengthened our commitment to sustainability by partnering with Goodbody Clearstream, leading sustainability specialists, to support us in building a structured and credible sustainability strategy. Together, we undertook a comprehensive review of our organisation, examining our internal operations, our procurement activities, the robustness of our policies, and the effectiveness of our governance structures. This work enabled us to understand where we are already making a positive impact, and where further improvements are



Ergo's Double Materiality Assessment: Results

Between May and December 2025, Ergo undertook a Double Materiality Assessment to identify the sustainability topics that matter most to our business and stakeholders. While this process ensures we meet the requirements of the Corporate Sustainability Reporting Directive (CSRD), we chose to complete it not just for compliance, but because we believe it is the right thing to do. Understanding our sustainability impacts, risks and opportunities in a structured, evidence based way is essential to building a responsible, resilient, and future focused organisation. A Double Materiality Assessment looks at sustainability through two lenses:

- **Impact Materiality** - how our business affects people, society, and the environment.
- **Financial Materiality** - how environmental and social issues may affect our business performance, operations, and long term resilience.

By exploring both perspectives, we gain a complete, balanced understanding of what issues truly matter for Ergo now and into the future.

What We Found

Our assessment determined which European Sustainability Reporting Standards (ESRS) are material for Ergo based on the significance of our impacts, risks and opportunities. Alongside the mandatory disclosures (ESRS 1 and ESRS 2), the following standards were identified as material to Ergo:

Environmental

- E1 – Climate Change
- E5 – Resource Use and Circular Economy

Social

- S1 – Own Workforce
- S2 – Workers in the Value Chain
- S4 – Consumers and End Users

Governance

- G1 – Business Conduct

This assessment now underpins the detailed commitments outlined in our Environment, Social and Governance sections, supporting our journey towards a more responsible, resilient and future focused Ergo.



Environment



Environment

The technology sector is undergoing unprecedented scrutiny for its environmental impact. From the water demands of AI training to the significant energy requirements of global data centres, it is clearer than ever that technology companies must take responsibility for understanding, reporting, and reducing their environmental footprint. Transparent emissions tracking is no longer optional, it is a fundamental expectation of customers, regulators, and society.

At Ergo, we recognise this responsibility and we have made significant progress in understanding our environmental impact in a meaningful and measurable way. We examined our entire supply chain, engaged closely with stakeholders, and completed a robust double materiality assessment to identify where we create the greatest positive and negative impacts. These insights now guide our environmental priorities and form the foundation of our long term strategy.

To ensure accuracy and credibility, we partnered with Ireland's leading sustainability consultants, Goodbody Clearstream, to support the collection and analysis of environmental data across all our global locations. This work has enabled us to calculate our full carbon footprint for the first time. We are proud to report that - reflective of the nature of our operations, our footprint is comparatively small. However, we also acknowledge that "small" does not mean "sufficient." There is still meaningful work to do, and we are fully committed to doing it.

This section outlines the findings of our carbon emissions report, including our Scope 1, Scope 2, and Scope 3 emissions. It also shares the steps we are taking to minimise our impact, strengthen our environmental governance, and continue building a more sustainable and responsible Ergo. Our goal is simple: to reduce our environmental footprint while delivering exceptional service - today, tomorrow, and well into the future.

Carbon Footprint Report

How We Calculated Our Carbon Footprint

As part of our commitment to understanding and reducing our environmental impact, Ergo undertook a comprehensive and structured process to calculate our Scope 1, Scope 2, and Scope 3 emissions for FY24 and FY25. Working in partnership with Goodbody Clearstream, we applied a robust methodology that ensures accuracy and alignment with international greenhouse gas accounting standards. A key objective of this project was to build a complete, high quality picture of our environmental footprint across the entire organisation. For the first time, we gathered emissions data from all global Ergo sites, including new offices added to the group in 2025 such as Auckland and Belfast. Where primary data could be sourced, it was collected directly; where gaps existed, emissions were carefully extrapolated using a consistent headcount-based methodology, with data from our Dublin office acting as the baseline. This approach ensured that even in areas with limited historical information, our footprint is represented as accurately and transparently as possible. We now have a full, organisation wide carbon footprint that reveals both the strengths of our performance and the challenges ahead. While our direct operational emissions (Scopes 1 and 2) remain low, our value chain (as is typical for modern technology and services organisations) represents the overwhelming majority of our overall footprint. This full footprint provides us with a clear understanding of our highest impact areas, a roadmap for enhancing data quality, and a solid baseline from which to set meaningful reduction targets and measure progress year on year. This is a strong foundation for the journey ahead, one that brings transparency to our impact and supports our long term commitment to continuous improvement in environmental performance.

FY25 & FY24 Carbon Emissions (Baseline)

| | FY25 tCO ₂ | FY24 tCO ₂ |
|-------------------------|-----------------------|-----------------------|
| Scope 1 | 79.43 | 77.27 |
| Scope 2 (location rate) | 121.73 | 122.44 |
| Scope 2 (market rate) | 118.61 | 119.58 |
| Scope 3 | 24336.38 | 24435.46 |

Slight increase from FY24 due to the opening of our New Zealand and Belfast offices in FY25

FY25 & FY25 Carbon Emissions: Scope 1, 2 & 3 Breakdown

| <i>Scope</i> | <i>Emission</i> | <i>FY25 tCO2</i> | <i>FY24 tCO2</i> |
|--------------|---|------------------|------------------|
| 1 | Natural Gas (stationary combustion) | 79.43 | 77.27 |
| 1 | Petrol (mobile combustion) | 21.06 | 21.33 |
| 2 | Electricity (Location rate) | 121.73 | 122.44 |
| 2 | Electricity (market rate) | 118.61 | 119.58 |
| 3 | Purchased Goods & Services | 17915.85 | 18469.39 |
| 3 | Capital Goods | 15.07 | 24.2 |
| 3 | Other Fuel & Energy related activities | 46.39 | 45.13 |
| 3 | Upstream Transport & Distribution | 410.54 | 316.55 |
| 3 | Waste | 1.15 | 1.12 |
| 3 | Business Travel | 136.9 | 159.13 |
| 3 | Employee Commuting | 576.6 | 510.75 |
| 3 | Use of Sold Product | 5198.63 | 4812.95 |
| 3 | End of Life Product treatment of sold product | 4.64 | 4.41 |
| 3 | Downstream leased assets | 30.61 | 91.84 |

Understanding Our Scope 3 Emissions

Scope 3 represents the largest share of Ergo's overall carbon footprint, accounting for 99% of our total emissions. This is typical for organisations in the technology and services sector, where the majority of environmental impact occurs across the value chain rather than from direct operations. Within Scope 3, two categories dominate: Purchased Goods & Services and Use of Sold Products, which together represent 94% of our Scope 3 emissions for FY25.

Why Purchased Goods & Services Is Our Largest Category

As a technology solutions provider, Ergo procures a wide range of hardware, software, and services on behalf of our clients. These purchased products, particularly IT equipment such as laptops, peripherals, network devices, and data centre components, carry embedded carbon associated with their extraction, manufacturing, assembly, and global transport. Because this forms a core part of our business model, it naturally results in higher emissions in this category. In FY25, Purchased Goods & Services accounted for 17,915.85 tCO₂e, making it our single biggest contributor.

Why Use of Sold Products Is the Second Largest Category

This category captures the emissions generated when customers use the hardware products sold by Ergo over their expected lifetime. These emissions come primarily from electricity usage over several years of operation. Due to data limitations - including the unavailability of product specific Environmental Product Declarations (EPDs) - FY24 and FY25 calculations use representative assumptions. Even with conservative modelling, Use of Sold Products contributed 5,198.63 tCO₂e in FY25, making it the second largest component of our Scope 3 footprint. As we refine our data collection in future reporting cycles, we expect these figures to evolve as more accurate product level information becomes available.

Our Path Forward: Working Across Our Value Chain

While some of our Scope 3 emissions are inherent to the nature of our business, we recognise the responsibility and opportunity we have to reduce them. Going forward, Ergo plans to:

- Engage closely with upstream suppliers to access better primary data, including product EPDs and material quantities.
- Work collaboratively with downstream clients to understand usage patterns and promote lower impact product choices.
- Improve data accuracy year on year, beginning with our highest impact categories.
- Explore opportunities to influence low carbon procurement, circularity, and product lifecycle optimisation.

By focusing on both ends of our value chain—upstream and downstream—we can play an active role in reducing the wider environmental impact associated with the goods and services we provide.





Social *Impact*



Social Impact

Ergo is built on the belief that a thriving business begins with people - people of every age, background, ability, and identity who bring unique perspectives, experiences, and talents. Our mission is to make Ergo a place where everyone feels safe, respected, supported and empowered to succeed. We want to be an organisation our colleagues are proud to work for, and one where our partners and clients know they are working with a company that stands for fairness, inclusion, and integrity.

Over the past number of years, we have taken meaningful steps to turn that mission into action. From establishing our first Diversity & Inclusion Council in 2022, to investing in personal and professional development through our Ergo Accelerate programme, to our six year charity partnership with Make A Wish, community and inclusion have become woven into the fabric of who we are. More recently, the launch of our mentorship programme reflects our continued commitment to opening doors, lifting others up and creating opportunities for growth.

We are proud of the progress we have made - not as isolated initiatives, but as part of a wider, ongoing effort to build an environment where everyone has the chance to thrive. And while there is still more to do, our direction is clear: to continue growing as a company that celebrates difference, supports its people, and strengthens the communities around us.



Our Happy People Committee

Our Happy People Committee is a dedicated group of employee volunteers who champion initiatives that make a real difference. This committee focuses on key areas such as diversity and inclusion, colleague well-being, charitable giving, and community outreach, ensuring that our values are reflected in everything we do. From organising social events to leading awareness campaigns, their work helps foster a sense of belonging and purpose across the organisation. The committee's flagship initiatives include International Women's Day, Pride and Mental Health Awareness Month.

Our Happy People committee have also re-energised our charitable and volunteering efforts, supporting organisations such as St. Vincent de Paul, Daffodil Day for the Irish Cancer Society, Make A Wish, and the Peter McVerry Trust.

476 colleagues

23%
male

77%
female



Employee engagement score:

8%
Gender Pay Gap

36
nationalities

75%



Diversity & *Inclusion*



We are Investors in Diversity: Silver

In 2025, we were incredibly proud to retain our Investors in Diversity Silver accreditation from the Irish Centre for Diversity, an achievement that recognises our ongoing commitment to building a workplace where everyone feels valued, respected, and included. Our journey began in 2021 when we first partnered with the Centre for Diversity and quickly progressed from the “Committing” stage of our diversity and inclusion journey to the “Embedding” stage, earning our first Silver Mark in 2022.

Our 2025 reassessment once again awarded us Silver, with an impressive Inclusion Score of 80.9%, marking a 1.9% improvement and placing us above both the national benchmark and the IT & Technology sector average. This accreditation reflects detailed feedback from our employees across four pillars; leadership, policy and practice, recruitment, and retention, and data driven decision making; and highlights significant improvements across each area, particularly in how we attract, support, and retain talent. We are grateful for the high employee participation in the assessment, a strong signal of engagement from our diverse workforce.

While achieving Silver at the “Building Momentum” level is a significant milestone, we recognise that our work does not stop here. We have taken our survey insights to enhance our practices further and continue progressing on our path toward greater equity, inclusion, and belonging. We extend our sincere thanks to the Irish Centre for Diversity for their partnership, and to every member of the Ergo team whose voice, feedback, and commitment made this accreditation possible. Together, we are building a workplace where everyone can thrive.



Connecting Women in Technology (CWIT)

We are proud members of Connecting Women in Technology (CWIT) - a community of engaged professionals working to empower women in tech. CWIT's vision is to achieve a 50:50 female workforce in the tech sector, with 40% female representation in management positions.

Through our active involvement with CWIT, our female colleagues benefit from a wide range of professional development opportunities. These include access to masterclasses, workshops, and networking events focused on key areas such as leadership development, personal brand building, and career progression. These initiatives not only support individual growth but also foster a culture of empowerment and visibility for women in tech across Ergo. As part of this membership, our colleagues also participate in the Tech We Can programme, an initiative by Tech She Can that inspires young people (especially girls) to explore careers in technology through engaging lessons and resources. This programme helps us contribute to building a future pipeline of female talent in STEM



Investing in the Future Talent Pipeline

At Ergo, we believe that nurturing future talent is essential to strengthening both our business and the wider technology sector. Through our Ergo Accelerate programme, we provide students and graduates with meaningful, hands on experience that helps them build skills, confidence and long term career pathways in technology. Our commitment spans every stage of the education journey - from Transition Year placements that introduce second level students to the world of IT, to structured apprenticeship pathways such as FIT (Fastrack to IT), to dedicated internship opportunities for university students. We also maintain a strong partnership with DCU Access to the Workplace, offering summer internships to students who are neurodiverse or come from disadvantaged backgrounds, helping to remove barriers and open the door to opportunities in our industry. Alongside this, our graduate programme supports early career professionals as they develop their technical and professional capabilities within a supportive environment. Together, these initiatives reflect our commitment to investing in the next generation of talent and ensuring that the future of technology is diverse, inclusive and full of possibility.

Supporting Lifelong Learning at Ergo

In addition to supporting future talent outside our organisation, we are equally committed to fostering growth and development within Ergo. We take pride in being an education forward employer, offering a comprehensive Educational Assistance Programme that helps colleagues advance their studies and pursue further qualifications. To ensure learning remains accessible, we also provide dedicated study leave and exam leave, supporting employees as they balance academic commitments with their professional responsibilities.

In 2025, we strengthened our internal development culture even further with the launch of our peer mentorship programme, designed to encourage knowledge sharing, build confidence, and create meaningful connections across teams. These initiatives reflect our belief that continuous learning is essential—not only to the success of our people, but to the long term strength and innovation of our business.





‘We are incredibly grateful for Ergo’s partnership since 2019. Their ongoing generosity, from the €2 donated for every customer satisfaction survey to the commitment shown through team fundraising events like the 2025 Walk for Wishes has made a real and tangible difference to the children we support.

We are also deeply thankful for the pro bono IT support Ergo provides, which helps our team work efficiently and focus on granting life changing wishes. As Make A Wish Ireland receives no government funding, we truly rely on dedicated partners like Ergo. Their support helps us bring moments of joy, hope and strength to children living with critical illness.”

— Nicola Deane O’Keefe
CFO Make A Wish Ireland.



Our Partnership with Make-A-Wish Ireland

Since 2019, Ergo has been proudly partnered with Make-A-Wish Ireland, an organisation whose impact is nothing short of remarkable. Every day, Make-A-Wish brings moments of joy, hope and strength to children living with life threatening conditions by granting wishes that create treasured memories for them and their families. These wish experiences lift children out of the challenges they bravely face, giving them the gift of possibility, excitement and moments of pure happiness. They also provide families with much needed relief, togetherness and unforgettable experiences during what can be an incredibly difficult time.

Our partnership with Make-A-Wish is one we deeply value, and we support the organisation in several meaningful ways. We provide pro bono IT support services, helping ensure their operations run smoothly and efficiently so they can focus on what matters most, granting wishes. Through our Managed Services Desk, we donate €2 for every customer satisfaction form submitted, contributing a steady stream of support throughout the year. Our colleagues also come together regularly to fundraise, participate in events and build awareness, raising over €45,000 since the beginning of our partnership in 2019.

This collaboration reflects the heart of Ergo, using our skills, resources, and collective energy to make a meaningful difference in the lives of others. Our commitment to Make-A-Wish continues to be one of the most rewarding parts of our community engagement, and we look forward to supporting many more wishes in the years ahead.

**Raising Over
€45,000**



Supporting our Local Community with Clontarf Rugby Club

Supporting our local community is an important part of Ergo's social responsibility. In 2025, we began a three year partnership with Clontarf Rugby Club, a well established sports organisation located close to our headquarters in EastPoint Business Park. This partnership reflects our commitment to giving back to the communities in which we work, strengthening local connections and contributing to initiatives that promote wellbeing, teamwork and inclusion. Through this collaboration, we are proud to support a local institution that plays a meaningful role in community development, youth engagement and fostering a positive sporting culture in the Clontarf area.



Governance



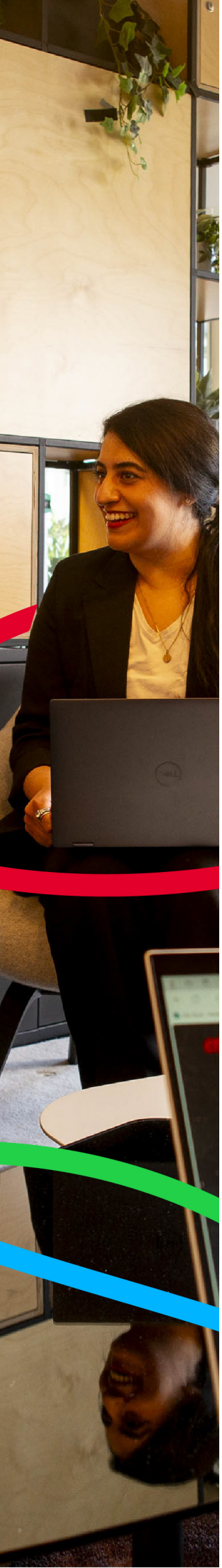
Governance

At Ergo, good governance is the foundation of how we operate. We believe that running our business responsibly, ethically and transparently is essential not only to protecting our organisation today, but to ensuring we remain resilient, trusted and future ready. Strong governance safeguards the integrity of our operations, strengthens relationships with clients and partners, and ensures that we consistently meet the highest standards of accountability and professionalism.

Central to this commitment is the way we manage our products, services and supply chain. We are dedicated to ensuring that everything we procure and deliver is obtained ethically and sustainably, with a clear focus on supplier transparency, environmental stewardship and respect for human rights across every stage of our value chain. This means working closely with our suppliers, partners and internal teams to ensure that responsible practices are embedded into the way we source, operate and serve our customers.

Our governance framework is underpinned by a suite of robust policies, procedures and internationally recognised standards, including our ISO certifications and compliance programmes. Together, these measures guide our decision making, support risk management, reinforce data protection and information security, and ensure that the highest levels of quality and integrity are applied consistently throughout the business. As we continue to evolve and grow, our focus remains clear: to uphold strong governance practices that protect our people, empower our clients, and secure the long term sustainability of Ergo.





Industry Compliance & Certifications

Safeguarding data, protecting our people and meeting the rigorous expectations of our industry

At Ergo, compliance is not simply a requirement - it is a core part of how we uphold trust, quality and responsibility across every aspect of our business. By meeting internationally recognised industry standards, we ensure our services are secure, sustainable and delivered to the highest level of excellence. These accreditations reflect our ongoing commitment to doing things the right way and providing clients with reliable, resilient and fully compliant solutions.



ISO 14001 certification demonstrates Ergo's commitment to managing and reducing our environmental impact.



ISO 20000-1 certification demonstrates Ergo's commitment to delivering high quality, reliable IT services.



ISO 27001 certification demonstrates Ergo's commitment to safeguarding information data.



ISO 9001 certification demonstrates Ergo's commitment to delivering high quality services focused on customer satisfaction and continual improvement.

We also maintain INAB certification, Safe Pass, and SOC 2 compliance, further evidencing our dedication to safeguarding data, protecting our people and meeting the rigorous expectations of our industry. Taken together, these certifications reinforce the depth of our operational standards and our commitment to continuous improvement.





Our Policies

Ergo's written policies form the backbone of how we operate, guiding our behaviour, protecting our people, and ensuring that our business is run responsibly, ethically and in full alignment with our values. These policies are reviewed annually and updated as needed to reflect evolving legislation, industry expectations and best practice standards. Our framework includes key preventive policies such as:



Modern Slavery & Human Trafficking Statement

- we protect workers from exploitation by ensuring ethical hiring, safeguarding whistleblowers, and enforcing strict anti slavery standards across all partners.



Equal Opportunities and Anti-Discrimination Policy

- we create an inclusive, fair workplace by promoting unbiased recruitment, supporting diverse talent, and preventing discrimination so every employee can thrive.



Protected Disclosure Policy

- we safeguard anyone who raises concerns by ensuring confidential reporting channels, protecting whistleblowers from retaliation, and enabling early detection of wrongdoing across the organisation.



Sustainable Procurement

Our supply chain spans across suppliers, contractors and sub-contractors. Purchased Goods & Services and Use of Sold Products, together represent 94% of our Scope 3 emissions making sustainable procurement a key priority for Ergo.

We are currently in the process of launching our bespoke supplier onboarding programme which provides insight to our suppliers of our expectations and good practice.



Supplier Code of Conduct - we uphold ethical, sustainable, and responsible supply chains by requiring suppliers to protect human rights, minimise environmental impact, and maintain the highest standards of business integrity.



Responsible Sourcing Policy - we ensure ethical, sustainable procurement by prioritising supplier transparency, reducing environmental and social risks, and safeguarding human rights across our supply chain.

PRESIDIO[®]

ergo:^{..}
a Presidio Company

Planning for Tomorrow with Presidio

As we look to the future, Ergo is entering an exciting new chapter. In early 2026, we were acquired by Presidio, a global leading IT solutions partner. One of the most important foundations of this partnership is the strong alignment in our values - a shared belief in responsible business, a people first culture, and the importance of sustainability as a driver of long term resilience. This gives us an incredible platform to advance our sustainability ambitions together, combining global capability with the local insight and commitment that has always defined Ergo.

Our focus for the coming years is clear. We will continue to strengthen our environmental, social and governance practices, guided by the outcomes of our Double Materiality Assessment and our commitments under the United Nations Global Compact. Together with Presidio, we will enhance our ability to operate responsibly, support our communities, and reduce our environmental impact across our expanded organisation.

A key priority will be our ongoing preparation for the Corporate Sustainability Reporting Directive (CSRD). We remain fully committed to meeting these requirements and will continue building the systems, data and processes needed to deliver high quality, transparent reporting. Our first statutory CSRD report will be submitted in 2029, covering our performance data for the 2028 financial year. This will be a major milestone, and the work we are doing now- strengthening governance, improving data quality, deepening stakeholder engagement, is laying the groundwork for that achievement.

The journey ahead is one of continuous improvement. We will keep learning, keep evolving, and keep challenging ourselves to do better - because responsible business is not a destination, but an ongoing commitment. With the support of Presidio, our colleagues, our clients and our partners, we are confident that the next phase of Ergo's sustainability journey will be our most ambitious yet. Together, we are building a stronger, more resilient, more sustainable future.



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