



Corporate Responsibility Report FY25

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Message from CEO



James Clark
Chief Executive Officer

As we reflect on FY25, I am proud to introduce Apogee's Corporate Responsibility Report – an account of a year defined by strengthened governance, measurable progress, and a renewed commitment to creating long-term value for our people, our communities, and the environment. Our purpose is clear: to enable sustainable workplaces and support local economies through responsible, resilient, and innovative Managed Workplace Services. This year, we made important strides toward realising that ambition.

Social Value Framework

At the heart of our progress is our Social Value Strategy, which continues to guide how we operate and the impact we aim to deliver. Built around three strategic pillars – Championing Our Workforce, Empowering Our Communities, and Leading Environmental Stewardship – this framework ensures that corporate responsibility is embedded throughout our organisation. These pillars are reinforced by our core behaviours: being accountable, adopting a customer-first mindset, winning externally, and leading with operational excellence – behaviours that shape how we serve our customers and how we collaborate as a team.

ESG Oversight

Throughout FY25, we further matured the governance structures needed to deliver long-term, credible impact. Our Executive-led ESG Group has provided the oversight required to align our environmental and social ambitions with operational excellence, ensuring progress is monitored, validated, and transparently reported. We advanced our roadmap toward Net Zero 2040, deepened the circularity of our operations through the ACE Line, and continued to enhance the quality and assurance of our environmental data through independent verification.

Serving Our Communities

Equally important is the progress driven by our people. From delivering more than 700 hours of volunteering, to supporting national and local charities, to maintaining full completion of our mandatory compliance training, our teams continue to demonstrate what responsible business looks like in action. Their efforts reflect a culture rooted in accountability, social awareness, and pride in the communities we serve.

Future-Ready

Looking ahead, we remain focused on preparing for the next phase of our maturity. This includes our planned transition to the Social Value Portal, strengthening our data governance, and progressing toward future alignment with the Science Based Targets initiative (SBTi). These steps ensure we continue to meet rising stakeholder expectations while building a more resilient and sustainable organisation for the future.

“Thank you for taking the time to review our progress.

Together, we will continue to evolve, deliver value responsibly, and lead with purpose.”

James Clark
Chief Executive Officer



Introduction



Marion Brooks

Chief People Officer

On behalf of the Executive Leadership Team

As we present the 2025 Corporate Responsibility (CR) Report, Apogee Corporation continues to strengthen its position as a leader in the Managed Workplace Services sector through a commitment to transparency, operational excellence, and measurable impact. This report covers the financial period of November 2024 to October 2025 (FY24/25)—a year defined by the transition from foundational strategy to a focus on continuous improvement across our Managed Print, Managed IT, and Outsourced Document Services.

Progress and Implementation

The 2025 reporting period has been characterised by a drive for data integrity and the advancement of strategic initiatives.

Key milestones for this period include:

Environmental Data Verification

We remain committed to our long-term roadmap toward **Net Zero by 2040**. To ensure the highest levels of accuracy and accountability, **our Scope 1 and 2 emissions data have been independently verified by SGS**. This provides our stakeholders with an audited baseline as we continue our reduction journey and begin the complex process of evaluating our wider value-chain impact.

The Circular Economy

Our **Apogee Circular Economy (ACE) Line** remains the cornerstone of our environmental strategy. By focusing on the refurbishment and redeployment of hardware, we successfully diverted over 871 tonnes of waste from landfills during this period, directly supporting the circularity goals of our clients.

Advancing Social Value

We have progressed our transition toward a more metrics-based approach to social impact. This period was used to lay the groundwork for a dedicated **Social Value Portal**, which will be adopted through **FY26**. This move will allow us to move from activity-based reporting to providing validated, quantifiable data on our community and charitable contributions.

Business Assurance & Compliance

We have successfully maintained five core **ISO certifications (9001, 14001, 27001, 45001, and 50001)** and achieved **100% completion** of mandatory integrity and ethics training across our workforce.

Executive Leadership and Accountability

A defining milestone of this reporting period is the successful conclusion of the first full year of our Environmental, Social, and Governance (ESG) Group.

Established in July 2024, the group operates with direct oversight from our Chief People Officer (CPO) and ensures that sustainability remains an executive priority.

Our strategy is led from the top down by the Executive Leadership Team (ELT) to ensure that ethical conduct is embedded into every layer of our operations. We recognise that as a specialist provider of workplace technology and services, our greatest value lies in our ability to provide clients with a resilient, compliant, and responsible service delivery model.

Future Roadmap: 2026 and Beyond

As we move into the next phase of our strategy, our focus remains on the long-term maturation of our reporting and the expansion of our environmental scope. This includes the ongoing evaluation of our value-chain emissions and our future alignment with international climate standards, alongside the continued transition of our internal fleet toward sustainable alternatives.

“We invite our stakeholders to review this report as a factual account of our progress.

We remain dedicated to leading the Managed Services industry with a clear vision for a sustainable and accountable future.”

About Us

Our Values: 30 Years of Innovation, One Mission.

For over three decades, Apogee has been at the forefront of workplace technology. Our commitment revolves around streamlining IT needs through a single, convenient point of contact, underpinned by industry-leading service excellence. By managing workplace technology on behalf of our clients, our services not only enable businesses to maximise output, but also inspire employees to work smarter, safer, and more sustainably.

Today, as an independent subsidiary of **HP Inc.**, we combine 30 years of stability with a modern mission: **to enable sustainable workforces and empower our local economies.**

Our values aren't just words; they are the strategic pillars of our **Operational Excellence.**

Strategic Social Value Themes

To realise our vision, we have structured our social and environmental commitments into three core strategic themes:

- 1 Championing our Workforce**
We are dedicated to unlocking the potential of our talent, fostering a high-performance, diverse, and inclusive environment where every employee feels valued and supported.
- 2 Empowering our communities**
We aim to strengthen local economies and community networks, advocating for the long-term sustainable benefits of Managed Workplace Services over traditional outright purchases.
- 3 Leading Environmental Stewardship**
Through our **AGENDA ZERO** framework and a commitment to **Net Zero by 2040**, we proactively seek ways to generate positive impact and preserve the natural environment for future generations.

By aligning these themes with our clients' priorities, Apogee continues to play a pivotal role in promoting positive, governed change across the corporate landscape.



Our Partnership with



As an independent subsidiary of **HP Inc.**, Apogee operates with a clear objective: **to deliver exceptional products and services in the most sustainable way possible.** We benefit from HP's global leadership, sharing a commitment to conducting business with sustainability at the forefront of every solution.

HP is consistently recognised as one of the world's most sustainable companies, ranking in the **top 1% for social and environmental performance by EcoVadis for 15 consecutive years.** HP applies rigorous design principles to enhance the environmental performance of products throughout their lifecycles – prioritising recycled materials, improving repairability, and enhancing energy efficiency.

HP's Sustainability Pillars

HP's global impact strategy is built around three core pillars:

- 1 Empower Customer Sustainability**
Helping clients reduce their footprint through energy-efficient solutions and service-based models.
- 2 Transform HP's Value Chain**
Embedding resilience and responsibility across global operations and the supply chain.
- 3 Advance Societal Impact**
Driving digital equity and skills development to enable global access to opportunity.

2025 Performance Highlights

HP's progress provides a robust foundation for Apogee's own corporate responsibility objectives:

Climate Action

HP has achieved a **27% reduction in its total carbon footprint** since 2019 and reached a **46% reduction in absolute emissions** associated with product energy use.

Circular Economy

43% of HP's product and packaging content (by weight) now comes from recycled or renewable materials. Notably, the use of **recycled metals** in personal systems increased by **54%** in the last year alone.

Advance Societal Impact

Having reached **65 million** people since 2021, HP is on track to meet its goal of enabling digital equity for **150 million** people by 2030. In 2025, the **HP Digital Equity Accelerator** expanded its reach, supporting nonprofits around the world in technology and grants.



HP PLANET PARTNERS

As a longstanding member of the **HP Planet Partners Program**, Apogee supports a "closed-loop" recycling system. This program ensures that no Original HP cartridge returned through the scheme ends up in a landfill.

Material Circularity

Today, **100% of Original HP Toner cartridges** and **80% of Original HP Ink cartridges** are manufactured with recycled content.

Global Reach

Available in over 70 countries, the program has recycled more than **one billion cartridges** since its inception in 1991, repurposing recovered plastics into new HP products.

In FY25, Apogee was honoured to be recognised as an **HP Amplify Impact Catalyst 5-Star Partner**. This is the highest accolade offered by HP and distinguishes Apogee as a leader in driving sustainability across four key areas: **Planet, People, Community, and Business Opportunity.**

This 5-star status confirms that our ESG efforts are not just aspirational but are **strategically and operationally embedded** within our business, providing our clients with the assurance that they are partnering with a governed and responsible technology provider.



Material Issues & Strategic Priorities

The material issues identified in our 2022 assessment remain the cornerstone of our strategy, as they continue to represent the most significant environmental and social impacts of our operations. Throughout the 2024/25 period (FY25), we have transitioned from identifying these themes to deeply integrating them into our operational DNA.

Governance as a Catalyst for Progress

The integration of Environmental, Social, and Governance (ESG) themes into our broader business strategy has been accelerated by the establishment of formalised governance structures. The **ESG Group** and the **Data Security Governance (DSG) Group**, supported by a network of cross-functional working groups, provide the oversight necessary to align our sustainability goals with our corporate Objectives and Key Results (OKRs). This ensures that ESG is not a peripheral activity but a core driver of “Operational Excellence.”

Navigating a Complex Regulatory Landscape

Apogee remains proactive in navigating an evolving regulatory environment. We are currently ensuring our reporting frameworks are maturing toward alignment with the **Corporate Sustainability Reporting Directive (CSRD)** and **Extended Producer Responsibility (EPR)** requirements.

By gathering insights from a diverse range of internal and external sources—including risk assessments, supply chain audits, and stakeholder engagements—we ensure that emerging risks and opportunities are captured in our Corporate Risk Register and escalated to the Executive Leadership Team (ELT) for strategic action.

Evolving Stakeholder Expectations

We have observed a clear shift in stakeholder expectations; inquiries have moved beyond basic compliance toward a demand for tangible, science-led solutions.

In response, we are evolving our strategic framework to ensure long-term viability and regulatory readiness. While our **AGENDA ZERO** initiative maintains a focus on 2030 for our operational goals, we are moving toward formal alignment with the **Science Based Targets initiative (SBTi)**. This transition ensures our reporting remains compliant with evolving standards, such as the **UK Sustainability Disclosure Standards (SDS)**, and prioritises absolute emission reductions over carbon offsetting.

Our roadmap is structured into clear phases of maturation:

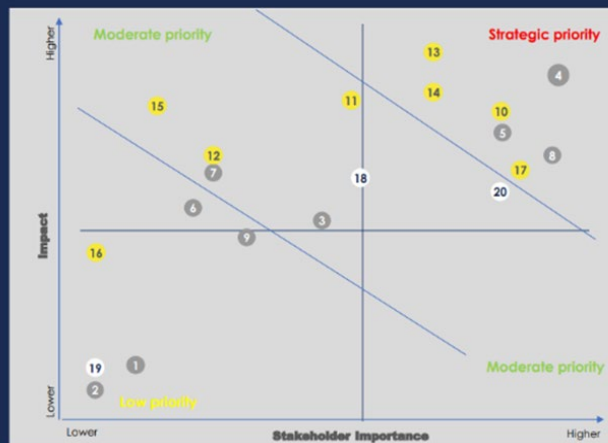
2026 Priority

Transitioning to a validated metrics-based model through the full implementation and qualification of our **Social Value Portal**.

2027 Evolution

Conducting a comprehensive **materiality assessment** and **Value-chain (scope 3) assessment**. These critical projects will serve as the foundation for our formal adoption of Science Based Targets.

ESG MATERIALITY MATRIX STAKEHOLDER IMPORTANCE VS IMPACT



By targeting **Net Zero by 2040**, we provide our clients with a decarbonisation partner they can trust to deliver results backed by rigorous governance and verified data.

*[*Please see the Appendix for the full Strategic Priority breakdown](#)*

Our People

The following training is also covered in the Apogee Employee Induction:

- Equality, Diversity & Inclusion
- Mental Health Awareness

Leadership Training

- WRAP UP OF LEADERSHIP DEVELOPMENT
- PERFORMANCE MANAGEMENT
- INTERVIEWING SKILLS
- SEXUAL HARASSMENT
- WHISTLEBLOWING

Employee Training



Integrity
94% completed



Anti-Corruption
93% completed



Energy Efficiency
98% completed



Health and Safety
98% completed



Environmental Awareness
90% completed

Awareness Days / Campaigns

At Apogee, we recognise that a sustainable business is built on an engaged, informed, and healthy workforce. Throughout FY25, our awareness campaigns and internal initiatives were designed to support our strategic theme of **Championing our Workforce** - ensuring every employee feels supported, included, and empowered to grow.

November

Careers Spotlight

talk money week

MEN'S HEALTH WEEK

♥ Road Safety Week

December

Careers Spotlight

Christmas Jumper Day

YOU said, WE did.

January

Careers Spotlight

cycle 2 work

☕ brew monday

February

Careers Spotlight

LGBTQ+

time to talk day

HEART MONTH

Back to the Floor

Q2 Training Launch

Ramadan Celebration

March

Careers Spotlight

International Women's Day

Neurodiversity Celebration Week

Back to the Floor

April

Stress Awareness Month

World Day for Health & Safety at Work

Careers Spotlight

Awareness Days / Campaigns cont.

May

Careers Spotlight

Q3 Training Launch

August

Q4 Training Launch

September

Apogee Roadshow

October

Black History Month

World Mental Health Day

Inclusion & Diversity

We celebrated key cultural moments promoting awareness, allyship, and diverse perspectives across Apogee.

- Black History Month
- LGBT+ History Month
- Ramadan
- International Women's Day
- Neurodiversity Celebration Week

Professional Development

We strengthened career growth through monthly Careers Spotlight features and quarterly training launches, ensuring full engagement with compliance and development programmes.

Engagement & Transparency

Engagement activities included quarterly All-Employee Meetings, and weekly CEO communications.

- UK-wide Apogee Roadshow
- Back to the Floor visits
- "You Said, We Did" feedback updates

Wellbeing & Mental Health

Our "People First" approach supported mental, physical, and financial wellbeing alongside ongoing support from Mental Health First Aiders and our Employee Assistance Programme.

- World Mental Health Day
- Time to Talk Day
- Stress Awareness Month
- Talk Money Week
- Heart Month
- Movember
- Brew Monday

Community & Social Impact

We supported wider communities through a range of charitable initiatives and local fundraising.

- Road Safety Week
- World Day for Health & Safety
- Christmas Jumper Day

Our Customers

Workplace Technology Trends: Sustainability Perspective

Workplace technology and sustainability continue to converge as organisations embed environmental outcomes into digital strategy, workforce planning, and operational decisions. Sustainability is no longer a standalone initiative but a structured business discipline guided by credible, real time data. At the same time, the broader tech landscape is shaped by AI, IoT, and decentralised systems – all evolving under a growing imperative for sustainable innovation.

1. Energy Efficient Digital Infrastructure and AI Optimised Workplaces

As hybrid work models persist, organisations are adopting energy efficient digital systems and modernised energy infrastructure to manage rising AI driven workloads. Sustainability is now a core factor in operational technology decisions, with companies integrating efficiency, energy security, and resilience into day to day planning. AI powered utilisation and workspace analytics are increasingly used to optimise space performance, reduce energy waste, and inform estate decisions.

2. Circularity Embedded in Technology Lifecycle Management

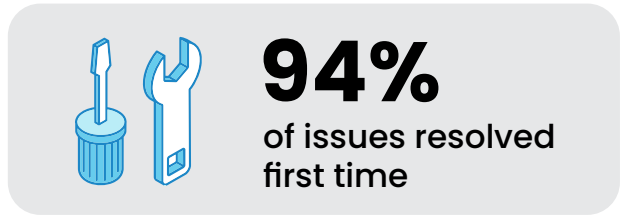
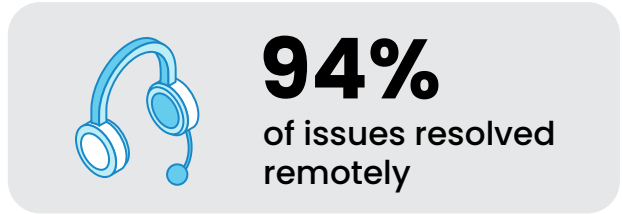
Circularity has matured into a design led, systemic approach shaping material choices, engineering decisions, and product lifecycle planning. Following the “Sustainable Growth” megatrend identified by WORKTECH Academy, organisations are increasingly transforming under utilised real estate and technology assets into micro innovation hubs, reinforcing circular principles across workplaces.

Longer life devices, modular designs, and high transparency refurbishment and recovery processes are now expected by regulators and investors who demand investor grade sustainability data.

3. Automation for Verified Environmental Impact

Automation is required to demonstrate provable net environmental benefit. Organisations use AI to optimise building systems, eliminate paper based workflows, and reduce resource consumption.

However, evidence shows that many AI investments are under delivering or poorly governed, leading to new risks and scrutiny of AI’s own carbon footprint. This has intensified demand for tighter governance, selective adoption, and environmental impact validation.



4. Sustainable Supply Chains and Digital Traceability

Sustainability reporting frameworks such as ISSB (International Sustainability Standards Board) and ESRS (European Sustainability Reporting Standards) are driving the need for verifiable environmental and ethical sourcing data across supply chains.

Enterprises increasingly rely on AI enabled procurement tools and digital provenance systems to evaluate suppliers against ESG criteria and track Scope 3 emissions with greater accuracy.

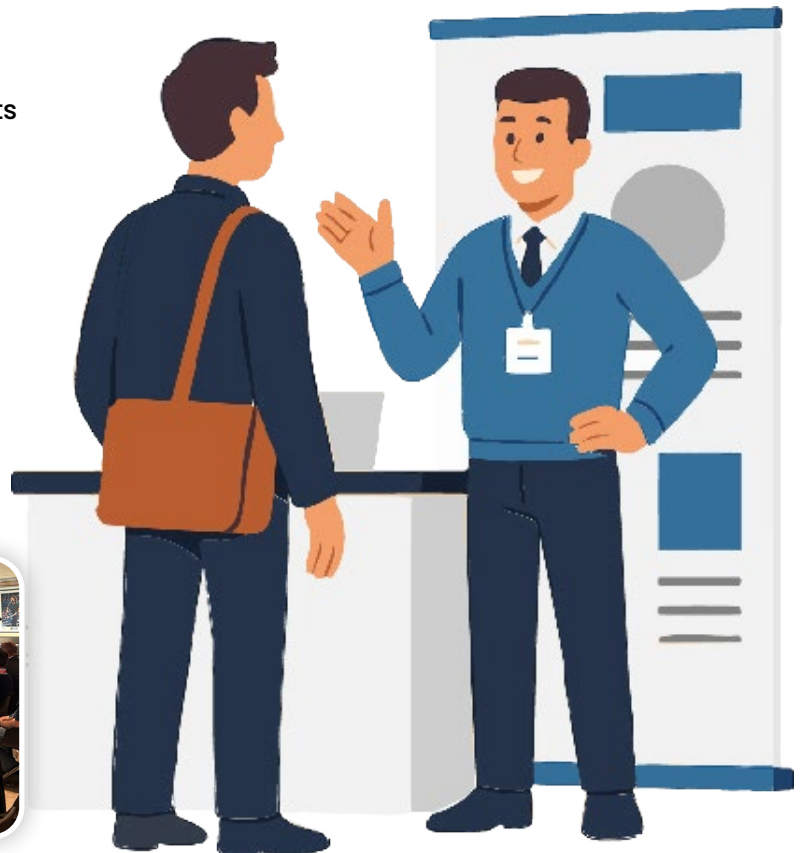
5. Data Driven Sustainability Governance and Real Time Intelligence

Sustainability metrics are shifting from compliance exercises to continuous operational intelligence. Organisations now deploy integrated dashboards, carbon tracking tools, and advanced analytics to monitor environmental performance across workplace ecosystems with the same rigor as financial data.

This evolution aligns with broader technology convergence in 2026/2027, where AI, IoT, and decentralised networks drive more connected, efficient, and sustainable workplaces.

In FY25, we attended a range of customer engagement events:

- 10 conferences and exhibitions
- 8 regional business expos
- 9 office / business services events
- 4 Strategic prospect and client events
- 2 major sponsorship events



Our Communities

Empowering Our Communities: A Strategy of Shared Value

At Apogee, our commitment to “Empowering our Communities” is an active expression of our corporate purpose. We recognise that our 30-year heritage is deeply intertwined with the prosperity of the local economies and social networks where we operate. In 2025, we transitioned from a model of traditional corporate philanthropy to a strategy of “Shared Value” – ensuring that every hour volunteered and every pound donated generates a measurable, long-term impact on social mobility, digital inclusion, and community resilience.

Our community engagement is not a standalone activity; it is a core pillar of our **Operational Excellence** framework, governed by the Environmental & Social Governance (ESG) sub-group and led by our Executive Leadership Team. This ensures that our social investments are as rigorous and accountable as our commercial operations.

Community Support

Community Support: Strategic Volunteering & Local Investment

Our community engagement is a core pillar of our Operational Excellence framework. We focus on providing tangible support to the public sector and local environmental causes, leveraging the skills and passion of our 800-strong workforce.



Public Sector Solidarity (NHS)

We demonstrated our value of **Courtesy and Respect** by supporting our frontline partners beyond our commercial contracts. This included sponsoring the **Croydon NHS Awards Evening** and donating Christmas gifts to children’s wards at **Alder Hey, Surrey, Salisbury, Maidstone & Tunbridge Wells, and Bolton NHS Trusts**. These initiatives ensure that our relationship with the NHS is rooted in partnership and mutual support.



Local Economic Resilience

We prioritise organisations local to our regional sites, such as the **Royal British Veterans Enterprise (RBVE)** in Maidstone (through volunteering and as headline sponsor of the annual ‘Rudolph Fun Run’ fundraiser) and **Lincolnshire Wildlife Park**. By providing consistent support to these groups, we foster stability in our local communities.



Environmental Stewardship

Our teams contributed **192 hours** to environmental conservation through beach cleans at **Botany Bay** and **Skegness**. These activities directly support our value of **Integrity**, as we take physical responsibility for protecting the natural ecosystems in our operational regions.

FY25 Community Impact Milestone

Total Volunteering Hours Delivered:	724 Hours (approx. 90.5 working days)
Strategic Sponsorship & Donations:	£8,000.00
Regional Reach:	Lincoln, Maidstone, Kent, and Northwest



Charity Support

Collective Action & Engagement

Our charitable giving is driven by our people. By aligning our corporate donations with employee-led fundraisers, we ensure that our impact reflects the values and passions of our workforce.



Employee-Led Fundraising

In FY25, our teams raised £7,354.00 through collective action. Significant milestones included the Apogee Adventure & Easter Raffle, which raised £2,828.00 for the British Heart Foundation, and our Christmas Advent Calendar fundraiser for **Dementia UK**, which contributed £4,300.00. These efforts highlight our value of People, encouraging personal contribution toward national causes.



Social Value Conditionality

We have introduced a principled approach to sponsorship, ensuring that every pound donated to client-requested charities is tied to a measurable social outcome. This ensures our investments generate genuine community benefit beyond traditional commercial support.



Inclusivity in Action

Through initiatives like Save the Children’s Christmas Jumper Day and our ongoing support for the RBLI warehouse, we ensure that our social giving is inclusive, supporting diverse groups from vulnerable children to veterans seeking employment.



Alignment with Apogee Values

Every activity recorded in FY25 was designed to reinforce the principles that define our culture:

Integrity

We fulfil our promises to the community. By delivering **724 volunteering hours**, we move from “saying” to “doing,” ensuring there is no gap between our strategy and our impact.

People

We value our employees’ contributions. The **268 hours of employee led volunteering** completed by our teams outside of organised events demonstrates a deep-rooted culture of personal responsibility and empathy.

Knowledge

By volunteering in **RBVE warehouses** and **NHS trusts**, our employees gain firsthand knowledge of the operational challenges our customers and community partners face, allowing us to provide better-tailored support.

Summary of Total Social Investment (FY25)

To provide complete transparency, the following totals represent our combined social investment for the 2025 reporting period:

Investment Category	FY25 Total
Employee Fundraising Amount	£7,354.00
Direct Corporate Sponsorship/Donations	£8,000.00
Total Monetary Investment	£15,354.00
Total Community Volunteering	724 Hours

Our Environment

Performance & Stewardship

Apogee’s commitment to environmental stewardship is a core driver of our “Operational Excellence.” In 2025, we transitioned from foundational strategy to a focus on **data-led accountability**, ensuring our environmental ambitions are backed by independent verification and transparent reporting.

The Roadmap to Net Zero 2040

In alignment with our parent company, HP, we have solidified our commitment to achieve **Net Zero by 2040**. This pragmatic adjustment accounts for current supply chain maturity and the availability of decarbonisation technologies, ensuring our roadmap remains scientifically robust.



Operational Decarbonisation (2030)

While the broader value chain targets 2040, we maintain an accelerated focus on 2030 for our Scope 1 and 2 operational goals under our **AGENDA ZERO** initiative.



Fleet Acceleration

We have made significant strides in sustainable mobility, reaching a **77.18% reduction in Internal Combustion Engine (ICE) vehicles** by the end of 2025—far exceeding our original 38% annual target.



Emissions Assurance

Our FY24 assurance supported the upgrade to a **CDP score of C (Awareness)** in 2025. Following this standard, the 2025 emissions data quoted in this report has undergone the same rigorous independent assurance process conducted by SGS to ensure accuracy and reliability.



Energy Performance & Efficiency

Our energy strategy is governed by **ISO 50001** and mandatory **ESOS** compliance.

- **Policy Integration:** In July 2025, we formally updated our procurement policy to embed energy efficiency into all selection criteria.
- **Operational Controls:** We have implemented a revised air-conditioning policy aligned with ISO 50001 to optimise temperature ranges and reduce energy wastage.
- **Infrastructure:** We have completed the strategic evaluation for **Building Management Systems (BMS)** at our primary sites. We are now in the final design phase to determine the implementation roadmap for FY2027.

Metric	FY19 (Baseline)	FY24 (Verified)	FY25 (Verified)	YoY %
Total Energy Consumption (kWh)	12,696,470	5,120,718	5,852,701	+14.3%

- **FLEET ENERGY RISE (MHEV Expansion):** Fleet remains our dominant energy consumer at 74.6% of total. The increase is driven by Mild-Hybrid (MHEV) growth (from 22 to 148 vehicles). While business miles fell 7.7%, fuel consumption per mile rose as MHEVs replaced smaller diesel units.

- **GAS BOUNDARY EXPANSION:** The apparent 385% rise in gas is a reporting boundary change (including Dublin and Newcastle for the first time), not operational decline. On a like-for-like basis at continuing UK sites, gas consumption decreased.
- **EFFICIENCY GAINS:** Building electricity rose only 2.3% despite floor space growing 14.4%. On an intensity basis, buildings emissions fell 12.0% per square foot.

Carbon Emissions Performance

Apogee utilises Greenhouse Gas Protocol standards for all reporting. Scope 2 Market-based emissions remain at zero because 100% of our purchased electricity is sourced from credible renewable contracts.

Emissions Source	Scope	FY24 (tCO ₂ e)	FY25 (tCO ₂ e)	YoY %
Fleet (ICE / Hybrid / PHEV)	1	878.77	1,052.98	+19.8%
Electricity (Location-based)	2	226.16	197.84	-12.50%
Heating Oil (Lincoln)	1	70.4	91.4	+29.8%
Total Emissions (Location-Based)	1+2	1,192.96	1,366.12	+14.5%

- **UK GRID DECARBONISATION:** Location-based Scope 2 fell 12.5%, reflecting the UK grid carbon intensity reduction (DEFRA 2025 factor).
- **BASELINE PROGRESS:** Despite the FY25 year-on-year increase, total emissions remain 55.0% below our 2019 baseline, demonstrating the long-term success of office rationalisation and fleet transition.

FY25 Emissions Intensity Ratios

Intensity metrics allow us to measure our efficiency independently of our business growth and estate expansion.

Intensity Metric	FY24	FY25	YoY %
Buildings Intensity (tCO ₂ e / sq ft)	0.001903	0.001674	-12.00%
Fleet Intensity (tCO ₂ e / 1,000 miles)	0.1832	0.2366	+29.1%

Waste & The Circular Economy

Our “War on Waste” initiative treats operational by-products as potential resources.

ACE Line

Following the successful relaunch of the **Apogee Circular Economy (ACE) Line**, we are tracking 2025 uptake to evaluate performance against our targeted **10% year-on-year increase** in units redeployed.

Logistics Circularity

We continue to operate a closed-loop reuse system for wooden pallets at our logistics hub, diverting significant tonnage from waste streams this year.

Innovation

We are investigating a high-recovery recycling stream for circuit boards to preserve scarce raw materials.

Certified Standards

In 2026, we are evaluating formal alignment with **BS 8887-220** and **BS 8887-211** to provide certified quality assurance for our remanufactured hardware.

Water Stewardship

Following the establishment of our **1,904 m³ baseline** in 2024, we have prioritised increased primary data collection throughout 2025.

Conservation

Technological interventions, such as sensor-operated facilities, have already saved approximately 433,000 litres, while we explore **rainwater harvesting** for 2026 implementation at our National Distribution Centre.

Biodiversity & Global Reforestation

Through our partnership with **PrintReleaf**, we empower our customers to directly contribute to global reforestation. While this initiative provides significant environmental benefits, Apogee views PrintReleaf primarily as a **biodiversity and ecosystem restoration tool**. Our path to Net Zero remains focused on absolute carbon reductions across our operations, while PrintReleaf ensures that the indirect impact of paper consumption is mitigated through the professional management of certified global forestry projects.

2025 Impact

During 2025, Apogee customers collectively offset **67,249,924 standard sheets of paper**.



Reforestation Milestone

This was achieved by reforesting **8,070 standard trees** in 2025 alone.

Project Diversity

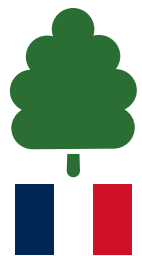
These efforts supported vital ecosystems in some regions.



5,389 trees



586 trees



980 trees

SDG Alignment



These projects directly contribute to **UN Sustainable Development Goals (SDGs)**, including **Climate Action (SDG 13)** and **Life on Land (SDG 15)**.



Governance, Compliance & Ethics

At Apogee, trust and integrity are the foundations of our relationships with customers, employees, and stakeholders. In 2025, we transitioned our governance framework to a unified “Business Assurance” model, centralising compliance responsibilities to enhance operational excellence and safeguard the company’s integrity.

Evolution of the Compliance Function

Historically, compliance responsibilities at Apogee were distributed across the business. In 2025 we restructured these activities into one function creating a more integrated and proactive approach. This shift ensures that our core obligations—spanning financial regulations, data governance, environmental legislation, and health and safety—are managed through a consistent governance lens.

As an FCA-regulated firm (**Reference: 619153**), we adhere to strict regulatory standards, ensuring transparency and fairness in all financial dealings.

Unified Governance Groups

We have established dedicated governance sub-groups, each chaired by a member of the Executive Leadership Team (ELT), to ensure board-level accountability:

Data Security

Managing incident reporting, compliance audits, and new threat assessments.

Statutory Governance

Overseeing legal updates, policy reviews, and internal control checks.

Environmental & Social

Driving sustainability initiatives, community engagement, and ethical sourcing.

Accountability & Trust

These governance structures are designed to clarify decision-making authority and ensure that tasks are owned and progress is tracked rigorously. By creating this structure, we demonstrate our commitment to high-standard governance practices for our stakeholders.

Centralised Compliance Support

To improve responsiveness, we implemented a centralised compliance support system in 2025. This triage process ensures that information requests and compliance inquiries are efficiently allocated to the appropriate specialist for resolution.

Assurance & Internal Audit Roadmap

Building on the control improvements achieved in FY24 and FY25, Apogee is evolving its approach to internal audit for the FY26 period.

Enhanced Audit Readiness

We are moving toward a more robust internal audit cycle that prioritises proactive mitigation of operational risks and ensures the business remains “audit-ready” at all times.

Continuous Control Improvement

The Audit and Risk Committee (ARC) oversees the implementation of enhanced controls, such as the introduction of mandatory verification gates in our commercial processes, to drive data accuracy and transparency.

Ethics & Integrity

Our commitment to ethical conduct is operationally embedded through mandatory training and strategic commitments.

Integrity Standards

We maintained 100% completion of annual mandatory compliance training across the business, covering the Code of Conduct and anti-bribery and corruption modules.

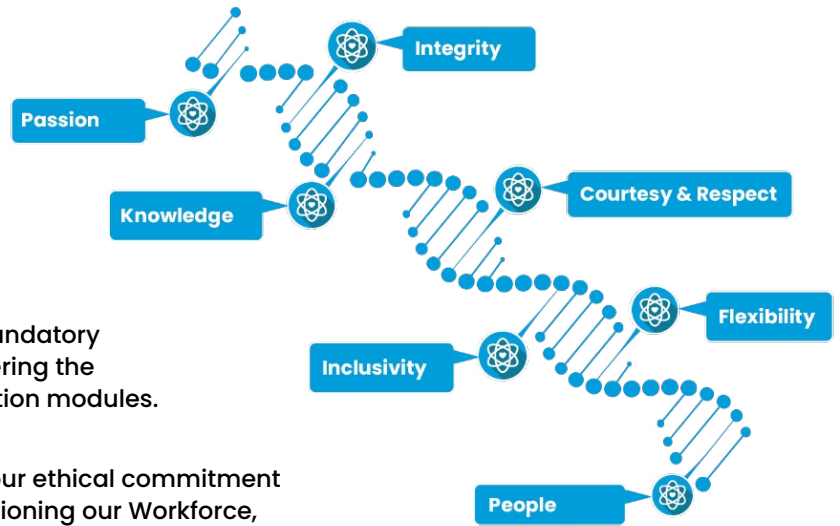
Strategic Social Value

Our formal Social Value Strategy now guides our ethical commitment to society, structured into three pillars: Championing our Workforce, Empowering our Communities, and Leading Environmental Stewardship.

In 2026, we plan to introduce Social Value Conditionality to our community investment framework.

- **Client-Led Impact**

This conditionality will apply to charity giving and sponsorship requests received from our clients. It ensures that every contribution we make is tied to a measurable social outcome, ensuring our investments generate genuine community benefit beyond traditional commercial support.



Core Compliance Statements

Modern Slavery & Human Rights Transparency

Apogee maintains a zero-tolerance approach to all forms of modern slavery, servitude, forced labour, and human trafficking within our business and supply chains. Our Modern Slavery Policy remains a cornerstone of our ethical framework, overseen by the Environmental & Social Governance Group to ensure board-level accountability for ethical sourcing.

2025 Performance

We are pleased to report that there were zero modern slavery incidents reported across our operations or supply chain in 2025.

Transparent Reporting

In line with our commitment to absolute transparency, our full 2025 Modern Slavery Statement is published on the UK Government’s Modern Slavery Statement Registry. This public disclosure outlines our due diligence processes, risk assessments, and the steps we take to safeguard human rights across our value chain.

View our official 2025 Modern Slavery Statement here:

<https://modern-slavery-statement-registry.service.gov.uk/statement-summary/E2Frtxg6/2025>



Supply Chain Compliance and Management

Recognising that our supply chain is critical to our overall social and environmental performance, Apogee transitioned in 2025 from simple supplier onboarding to a model of active stewardship. This evolution ensures that our procurement spend not only secures high-quality services but also reflects our core ethical values.

2025 Milestone: Supplier Code of Conduct

In 2025, we successfully implemented and communicated our updated Supplier Code of Conduct. This standard aligns our partners with our rigorous expectations regarding human rights, labour practices, and environmental management.

Reassurance Achievement

By the end of 2025, we have successfully reassured approx. 300 suppliers against this new standard, ensuring a verified baseline of compliance across our primary value chain.

Targeted Assessments

We remain committed to full transparency; our remaining supplier base will be targeted for formal assessment throughout 2026.

Our Roadmap for Active Stewardship

As we mature our "Business Assurance" model, we have established a clear roadmap for supply chain impact:

FY2026 (Local Economic Impact)

We aim to begin reporting on local spend and generate more granular reporting from our suppliers. This will allow us to quantify how our procurement supports local SMEs and VCSEs across the UK regions.

FY2027 (Critical Supplier Evolution)

We will evolve our assessment criteria for larger, critical suppliers. Our objective is to ensure these partners are in a position to actively report on and support specific social value outcomes that align with our strategic themes of Championing, Empowering, and Leading.

Confidential Reporting (Whistleblowing)

Our Whistleblower Policy empowers employees and contractors to anonymously report suspected breaches of standards without fear of victimisation. In 2025, oversight of this policy was integrated into the Statutory Governance sub-group to ensure all reports are reviewed and, where necessary, investigated with the highest level of executive accountability.

Data Protection and Privacy

We are committed to maintaining the trust our customers place in us to manage their data responsibly across every region in which we operate.

Global Compliance Framework

Our data protection strategy is designed to ensure full compliance with the UK/EU GDPR, the Data Protection Act 2018, and the specific local regulatory requirements of all jurisdictions in which Apogee operates.

Standard Maintenance

We have successfully maintained our ISO 27001:2022 certification, ensuring that data protection is managed through a robust, audited, and internationally recognised system.

Regulatory Record

Apogee is proud to report a clean regulatory record for 2025, with zero reportable breaches across all jurisdictions. This includes maintained compliance with the Information Commissioner's Office (ICO) in the UK and all relevant local data protection authorities.

Data Security Governance

Oversight is provided by our dedicated Data Security Governance Group, chaired by a member of the Executive Leadership Team (ELT). This group works closely with our Data Protection Officer (DPO) to integrate rigorous privacy controls and threat assessments into our daily operations

Cyber Security

We take a comprehensive approach to protecting our systems and data from sophisticated digital attacks.

Proactive Defence

Our strategy involves a cross-functional effort overseen by the Data Security sub-group.

Certification Excellence

Our posture is reinforced by adherence to Cyber Essentials and Cyber Essentials Plus.

Regulatory Readiness

In 2025, we prioritised operational readiness for the Digital Operational Resilience Act (DORA) and NIS2, enhancing our business continuity and disaster recovery frameworks.

Regulatory Readiness & Resilience

In 2025, we prioritised operational readiness for a new generation of digital regulations designed to safeguard critical infrastructure and supply chains. Our frameworks have been enhanced to meet the rigorous standards of:

Digital Operational Resilience Act (DORA) & NIS2

Strengthening our ICT risk management and incident reporting protocols for our European operations.

UK Cyber Security and Resilience Bill

Proactively aligning our Managed Workplace Services with the UK’s updated legislative framework, which expands regulatory oversight to include Managed Service Providers (MSPs) and mandates stricter supply chain security.

UK Critical Third Party (CTP) Regime

Ensuring our resilience testing and disaster recovery standards meet the new requirements effective as of January 2025 for providers supporting the financial services sector.

Ireland Operational Resilience Guidance

Aligning our Irish operations with the Central Bank of Ireland’s 2025 Revised Cross-Industry Guidance, which ensures a harmonised approach to resilience in alignment with DORA.

Industry Standards & Certifications

Apogee utilises international standards as a framework for continuous improvement. We currently hold and maintain:

- ✓ ISO 9001 (Quality), ISO 14001 (Environment), ISO 27001:2022 (Information Security), ISO 45001 (Health and Safety), and ISO 50001 (Energy Management).
- ✓ CHAS Accreditation and NHS DSPT ‘Standards Met’ status.
- ✓ CDP Performance: Our commitment to transparency was recognised in 2025 with an upgraded CDP score of C (Awareness), reflecting our transition to an active management model for environmental impacts.



We disclose our climate change and water security performance to the Carbon Disclosure Project (CDP).



We are CHAS (Contractors Health and Safety Assessment Scheme) certified, demonstrating our commitment to health and safety in the workplace.



This certification underscores our dedication to cyber security and protecting our systems and data.

Strategic Roadmap for Excellence

ISO 20000-1 (Service Management)

To further align our service delivery with global best practices, we have initiated the roadmap to achieve ISO 20000-1 certification. This will ensure our IT service management processes are optimised for maximum client value and operational reliability.

BS 10008 (Legal Admissibility of Electronic Information)

Following our successful integration of our newly acquired Datatron business, we are leveraging the expertise of our certified facility **as a Centre of Excellence**. In 2026, we are evaluating a wider BSI endorsement of our digital information management processes, with a strategic goal to expand BS 10008 certification across all UK Outsourced Document Service (ODS) locations by 2027. This ensures a unified, high-assurance standard for legal admissibility across our entire digital footprint.

BSI Kitemarks (Circular Economy)

In 2026, we are evaluating formal alignment with **BS 8887-220** and **BS 8887-211**. These Kitemarks will provide independent quality assurance for our remanufactured hardware, supporting our “War on Waste” and circular economy objectives.

Governance Summary & Outlook

In 2025, Apogee successfully moved from a fragmented compliance model to a unified “Business Assurance” framework. By centralising our expertise and establishing ELT-led governance groups, we have created a business that is not only resilient to current regulatory shifts but is proactively prepared for the future.

Our commitment to transparency, verified through independent assurance and international certifications, remains the cornerstone of our “Operational Excellence.” As we move into 2026, our focus remains on scaling these high standards across our entire service portfolio, ensuring Apogee continues to be the most trusted partner in the managed workplace landscape.



Conclusion

FY25 marks a pivotal year in Apogee's corporate responsibility journey. Over this period, we have moved decisively from establishing frameworks to delivering verified, data led progress across our environmental, social and governance priorities. From strengthening executive accountability and governance, to advancing toward Net Zero 2040 and embedding social value more deeply into our operations, this report reflects a business that is increasingly confident, transparent and impact focused.

Our progress has been driven by the dedication of our people and the strength of our partnerships. Whether through accelerating fleet transformation, advancing circularity through the ACE Line, maintaining the highest standards of compliance and ethics, or delivering meaningful community impact, our teams continue to demonstrate how responsible business is delivered in practice. These efforts reinforce our purpose of enabling sustainable workplaces while supporting the local economies and communities we serve.

Looking ahead, we recognise that expectations continue to rise — from our customers, partners, regulators and wider society. In response, we are focused on the next phase of maturity: strengthening data governance, transitioning to validated, metrics based social value reporting, and progressing toward alignment with science based climate targets. These steps will ensure our commitments remain credible, measurable and resilient in an evolving regulatory landscape.

This report is both a record of progress and a platform for continued improvement. We remain committed to operating with integrity, accountability and ambition, and to working collaboratively with our stakeholders to deliver long term, responsible value. As we move forward, sustainability will remain embedded at the heart of Apogee's strategy — guiding how we lead, how we operate, and how we grow.

James Clark
Chief Executive Officer



Appendix

The following tables and charts present Apogee’s verified environmental performance data for FY25 (November 2024 – October 2025), benchmarked against FY24 and historical baselines. All Scope 1 and Scope 2 emissions figures have been independently verified by SGS. Energy, waste, and water data are reported in accordance with the GHG Protocol Corporate Standard and DEFRA 2025 emission conversion factors.

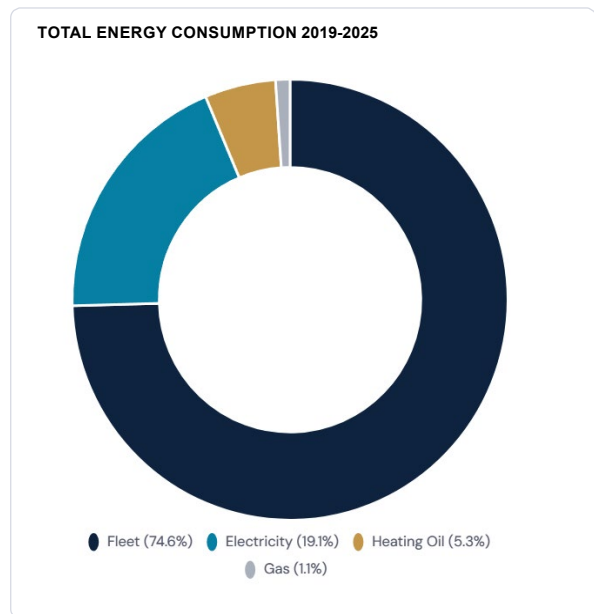
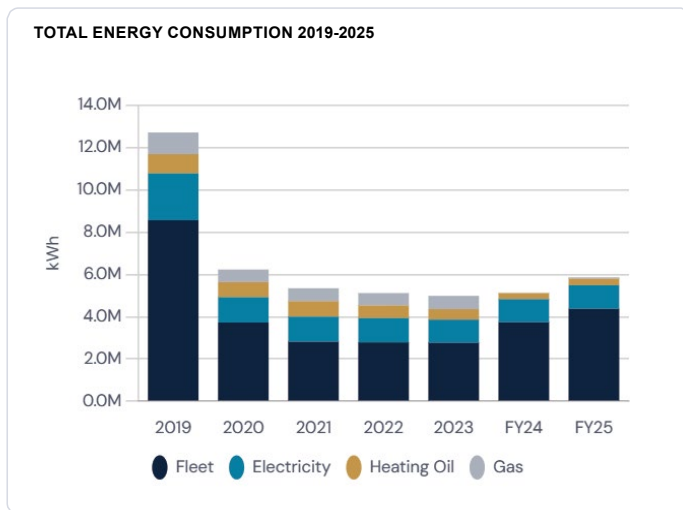
Energy Performance & Efficiency

Total energy consumption across fleet, buildings electricity, gas, and heating oil – reported in kilowatt-hours (kWh). Our energy strategy is governed by ISO 50001 and mandatory ESOS compliance.

<p>FY25 TOTAL ENERGY</p> <p>5.85M</p> <p>kWh</p> <p>▲ 14.3% vs FY24</p>	<p>FLEET ENERGY</p> <p>4.36M</p> <p>kWh (74.6% of total)</p> <p>▲ 17.0% vs FY24</p>	<p>BUILDINGS ELECTRICITY</p> <p>1.12M</p> <p>kWh</p> <p>▲ 2.3% vs FY24</p>	<p>VS 2019 BASELINE</p> <p>-53.9%</p> <p>total energy reduction</p> <p>▼ from 12.70M kWh</p>
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Energy Stream	2019 (Baseline)	2020	2021	2022	2023	FY24 (Verified)	FY25 (Verified)	YoY %
Fleet (diesel, petrol, hybrid, PHEV)	8,553,204	3,720,162	2,808,773	2,781,540	2,762,946	3,730,272	4,363,987	+17.0%
Buildings - Electricity	2,209,898	1,193,014	1,186,380	1,145,780	1,095,498	1,092,298	1,117,739	+2.3%
Buildings - Gas	1,020,748	590,964	609,252	582,756	627,218	12,850	62,330	+385.1%
Buildings - Heating Oil (Lincoln)	912,620	715,702	733,081	599,316	493,422	285,298	308,645	+8.2%
TOTAL ENERGY CONSUMPTION	12,696,470	6,219,842	5,337,486	5,109,392	4,979,084	5,120,718	5,852,701	+14.3%

¹ FY24 gas boundary limited to Willows and Maidstone Unit 6 only; low volume as Willows sites closed during the year.
² FY25 gas boundary expanded to include Datatron Unit 6 (Newcastle) - 41,402 kWh - and Dublin office - 20,617 kWh - for the first time, reported from supplier invoices. Like-for-like gas at continuing UK sites fell year-on-year.



Stream	FY24 (kWh)	FY25 (kWh)	Change (kWh)	YoY %	% of FY25 Total
Fleet	3,730,272	4,363,987	+633,715	+17.0%	74.6%
Electricity (buildings)	1,092,298	1,117,739	+25,441	+2.3%	19.1%
Heating Oil	285,298	308,645	+23,347	+8.2%	5.3%
Gas	12,850	62,330	+49,480	+385.1%	1.1%
TOTAL	5,120,718	5,852,701	+731,983	+14.3%	100.0%

FLEET ENERGY RISE – MHEV EXPANSION

Fleet remains the dominant energy consumer at 74.6% of total. The +17.0% increase in fleet energy is driven by mild-hybrid (MHEV) vehicle growth from 22 to 148 vehicles. MHEVs still combust liquid fuel and are categorised as ICE for reporting purposes. Business miles fell 7.7% (4,880,115 -> 4,503,628), but fuel consumption per mile rose as MHEVs typically have higher per-mile fuel use than the diesel fleet they replaced.

GAS – BOUNDARY EXPANSION, NOT UNDERLYING GROWTH

The apparent +385% rise in gas is a reporting boundary change, not operational deterioration. FY25 incorporates Datatron Unit 6 (Newcastle - 41,402 kWh) and the Dublin office (20,617 kWh) for the first time. Gas at all continuing UK sites fell year-on-year. On a like-for-like basis, gas consumption decreased.

ELECTRICITY NEAR-FLAT DESPITE ESTATE EXPANSION

Building electricity rose only 2.3% despite floor space growing 14.4% (157,099 -> 179,640 sq ft) through addition of Sellafield, Datatron Unit 5, and Datatron G10. On an intensity basis, buildings emissions fell 12.0% per square foot - demonstrating real efficiency gains.

53.9% BELOW 2019 BASELINE

Despite the FY25 increase, total energy remains 53.9% below the pre-Covid 2019 baseline of 12,696,470 kWh, reflecting the structural impact of office rationalisation, LED roll-outs, and renewable electricity procurement throughout the period.

Carbon Emissions Performance

Scope 1 and Scope 2 emissions reported in tonnes of CO₂ equivalent (tCO₂e). Market-based Scope 2 = zero across all periods where renewable electricity was procured. FY25 figures independently verified by SGS.

<p>FY25 SCOPE 1</p> <p>1,168</p> <p>tCO₂e</p> <p>▲ +20.8% vs FY24</p>	<p>FY25 SCOPE 2 (LOCATION)</p> <p>198</p> <p>tCO₂e</p> <p>▼ -12.5% vs FY24</p>	<p>SCOPE 2 (MARKET-BASED)</p> <p>0</p> <p>tCO₂e — 100% renewable</p> <p>→ Unchanged</p>	<p>VS 2019 BASELINE</p> <p>-55.0%</p> <p>total emissions reduction</p> <p>▼ from 3,035 tCO₂e</p>
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Emissions Source	Scope	2019 (Baseline)	2020	2021	2022	2023	FY24 (Verified)	FY25 (Verified)	YoY %
Scope 1 Direct Emissions									
Fleet - ICE, Hybrid & PHEV	1	2,344.80	951.47	864.50	723.32	689.51	878.77	1,052.98	+19.8%
Fleet - Battery Electric (BEV)	1						15.28	12.50	-18.2%
Gas (buildings)	1	186.61	108.10	111.43	106.59	114.69	2.35	11.40	+385.1%
Heating Oil - Lincoln	1	130.70	132.97	126.21	131.90	22.28	70.40	91.40	+29.8%
SCOPE 1 TOTAL	1	2,662.11	1,192.54	1,102.14	961.81	826.48	966.80	1,168.28	+20.8%
Scope 2 Electricity									
Electricity - Location-Based	2	373.03	0	0	0	221.74	226.16	197.84	-12.5%
Electricity - Market-Based	2		0	0	0	0	0	0	-
SCOPE 2 TOTAL (Location)	2	373.03	0	0	0	221.74	226.16	197.84	-12.5%
TOTAL S1+S2 (Location-Based)	1+2	3,035.14	1,192.54	1,102.14	961.81	1,048.22	1,192.96	1,366.12	+14.5%
TOTAL S1+S2 (Market-Based)	1+2		1,192.54	1,102.14	961.81	826.48	966.80	1,168.28	+20.8%

All figures use DEFRA 2025 emission conversion factors for FY25 data. Prior years restated where needed to reflect boundary changes. DEFRA grid electricity factor changed from 0.20705 (FY24) to 0.17700 kgCO₂e/kWh (FY25). Scope 3 emissions are not yet reported. A Scope 3 baseline and value-chain mapping is targeted for FY27 as the precursor to formal SBTi submission.

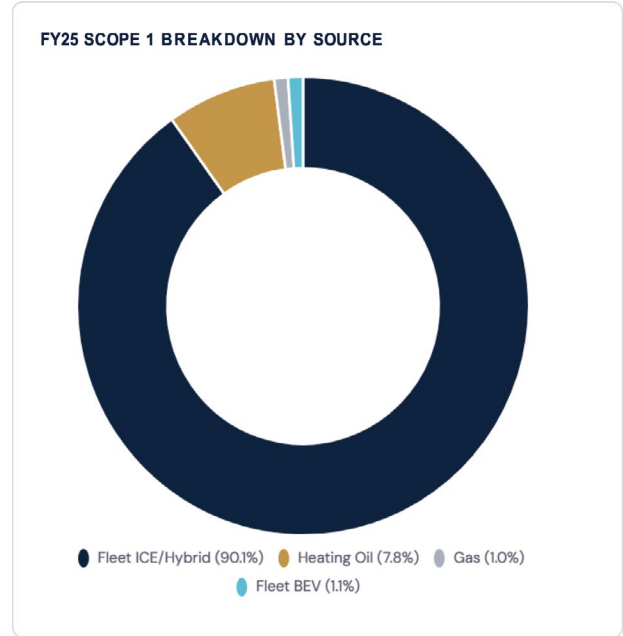
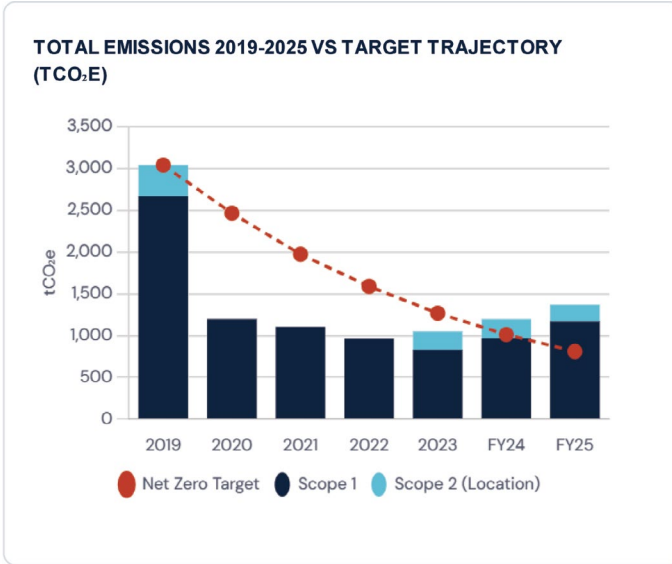


TABLE 2B - FY24 vs FY25 Emissions by Source (tCO₂e)

Emissions Source	Scope	FY24 (tCO ₂ e)	FY25 (tCO ₂ e)	Change (tCO ₂ e)	YoY %	% of FY25 Total
Fleet - ICE/Hybrid/PHEV	1	878.77	1,052.98	+174.21	+19.8%	77.1%
Heating Oil - Lincoln	1	70.40	91.40	+21.00	+29.8%	6.7%
Electricity (location)	2	226.16	197.84	-28.32	-12.5%	14.5%
Gas (buildings)	1	2.35	11.40	+9.05	+385.1%	0.8%
Fleet - BEV	1	15.28	12.50	-2.78	-18.2%	0.9%
GRAND TOTAL (Location-Based)	1+2	1,192.96	1,366.12	+173.16	+14.5%	100.0%

SCOPE 1 RISE -

MHEV RECLASSIFICATION EFFECT

Fleet ICE/Hybrid emissions rose +19.8% despite 7.7% fewer business miles. The MHEV fleet expanded from 22 to 148 vehicles during FY25. Under the GHG Protocol, MHEVs are classified as ICE vehicles as they do not operate on electric power alone. Hybrid petrol fuel consumption rose 569% year-on-year (from a low base), driving the majority of the Scope 1 increase. This is expected to reverse as the full BEV transition accelerates toward the 2030 target.

BEV FLEET REDUCES EMISSIONS DESPITE FEWER MILES

BEV fleet emissions fell 18.2% (15.28 -> 12.50 tCO₂e) due to 12.0% fewer BEV miles driven and a reduction in the DEFRA EV emission factor from 0.07282 to 0.06767 kgCO₂e/mile, reflecting cleaner grid electricity used for vehicle charging.

SCOPE 2 FALLS -

UK GRID DECARBONISATION

Location-based Scope 2 fell 12.5% to 197.84 tCO₂e. This reflects the DESNZ/DEFRA 2025 grid emission factor falling from 0.20705 to 0.17700 kgCO₂e/kWh - a 14.5% reduction in the UK grid carbon intensity year-on-year. Market-based Scope 2 remains zero as all purchased electricity continues to be sourced from credible renewable suppliers.

55% REDUCTION VS 2019 BASELINE MAINTAINED

Despite the FY25 year-on-year increase, total emissions of 1,366 tCO₂e remain 55.0% below the 2019 baseline of 3,035 tCO₂e. The net reduction of 1,669 tCO₂e against baseline is primarily attributable to office rationalisation, renewable electricity procurement, and progressive ICE fleet replacement.

FY25 Emissions Intensity Ratios

Intensity metrics allow emissions performance to be evaluated independently of changes in business scale. Both building and fleet intensities are calculated from verified FY25 data.

Metric	FY24	FY25	Change	YoY %
Gas emissions (tCO ₂ e)	2.35	11.40	+9.05	+385.1%
Heating Oil emissions (tCO ₂ e)	70.40	91.40	+21.00	+29.8%
Electricity emissions - location (tCO ₂ e)	226.16	197.84	-28.32	-12.5%
TOTAL buildings emissions (tCO₂e)	298.91	300.65	+1.74	+0.6%
Total floor space (sq ft)	157,099	179,640	+22,541	+14.3%
INTENSITY (tCO₂e / sq ft)	0.001903	0.001674	-0.120388	-12.0%

Metric	FY24	FY25	Change	YoY %
Fleet ICE/Hybrid/PHEV emissions (tCO ₂ e)	878.77	1,052.98	+174.21	+19.8%
Fleet BEV emissions (tCO ₂ e)	15.28	12.50	-2.78	-18.2%
TOTAL fleet emissions (tCO₂e)	894.05	1,065.48	+171.43	+19.2%
Total business miles	4,880,115	4,503,628	-376,487	-7.7%
INTENSITY (tCO₂e / 1,000 miles)	0.1832	0.2366	+0.0534	+29.1%

BUILDINGS INTENSITY IMPROVED SIGNIFICANTLY
 Despite the estate growing by 22,541 sq ft (+14.4%), total buildings emissions rose only 0.6% - resulting in a 12.0% improvement in emissions per square foot. This reflects improved energy efficiency at continuing sites, LED rollouts, and operational controls aligned with ISO 50001.

FLEET INTENSITY DETERIORATED
 Fleet emissions intensity rose 29.1% to 0.2366 tCO₂e per 1,000 miles. This is a consequence of the MHEV portfolio expansion - more vehicles consuming liquid fuel even as total business mileage declined. Fleet intensity is expected to improve materially as BEV transition accelerates from FY26 onward.

Waste & Resource Circularity

Waste data spans operational waste produced and waste diverted through reuse, recycling, and energy recovery. Total waste diverted from landfill in FY25 = 871 tonnes (reused 524t + recycled 312t + MRF-EFW 35t).

<p>DIVERTED FROM LANDFILL</p> <p>871t</p> <p>FY25 total</p> <p>▼ -8.2% vs FY24 (948t)</p>	<p>HARDWARE & CONSUMABLES REUSED</p> <p>524t</p> <p>hardware, parts & toners</p> <p>▼ -12.8% vs FY24</p>	<p>WASTE RECYCLED</p> <p>312t</p> <p>operational waste</p> <p>▼ -0.9% vs FY24</p>	<p>LANDFILL / INCINERATION</p> <p>1.57t</p> <p>residual waste to landfill</p> <p>→ -0.6% vs FY24</p>
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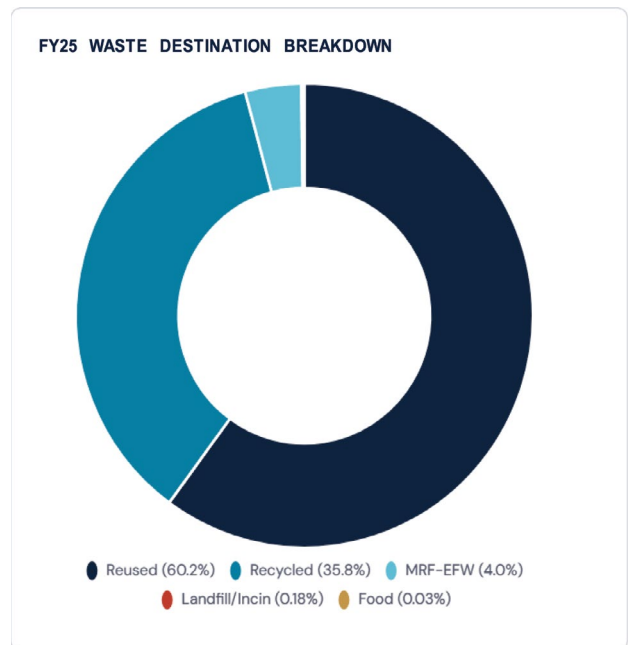
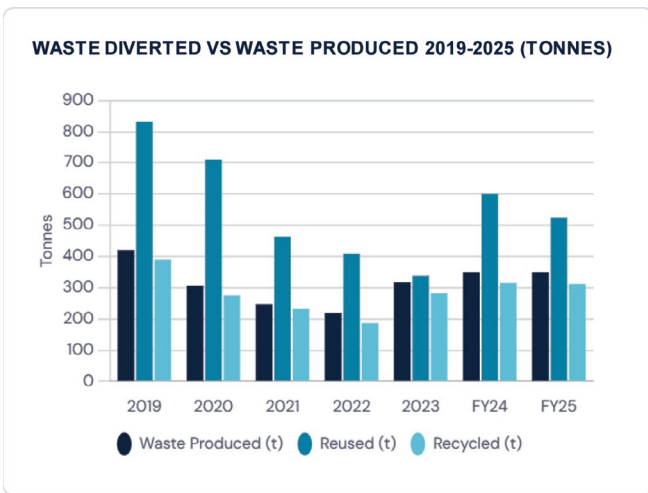
TABLE 4A - Waste Performance 2019–2025 (tonnes)

Waste Metric	2019 (Baseline)	2020	2021	2022	2023	FY24	FY25	YoY %
OPERATIONAL WASTE PRODUCED								
Total operational waste produced	420	306	247	219	317	349	349	0.0%
- Recycled (toners/wood/paper/metal etc.)	389	275	233	187	283	315	312	-1.0%
- General waste MRF-EFW					33	32	35	+9.4%
- Incineration / Landfill	14	0	0	0	1	1.58	1.57	-0.6%
- Food waste (new FY25)							0.30	-
WASTE DIVERTED VIA REUSE								
Hardware reused (tonnes)	826	681	449	387	298	556	496	-10.8%
Parts reclaimed - reuse (tonnes)	5.89	4.59	3.71	5.85	7.88	7.70	5.02	-34.8%
Toners/cartridges reused (tonnes)	0	24.02	10.40	15.64	32.22	37.47	23.03	-38.5%
TOTAL REUSED (tonnes)	832	710	463	409	338	601	524	-12.8%
TOTAL DIVERTED (reused+recycled+MRF)								

¹ "Total reused" figures represent the combined weight of hardware, machine parts, and toner/cartridges diverted from end-of-life disposal through Apogee's reuse programmes (ACE Line and Lincoln warehouse operations).

² "Total diverted from landfill" = total reused (524t) + total recycled (312t) + MRF-EFW (35t) = 871t. This is the figure cited in the CR Report introduction.

³ MRF-EFW = Material Recovery Facility - Energy from Waste. General waste collected by licensed contractors and sorted for maximum material and energy recovery before any residual landfill disposal.



REUSE VOLUMES DECLINED – ACE LINE GROWTH TARGET

Total waste reused fell 12.8% (601t -> 524t). Hardware reuse declined from 10,002 units (556t) in FY24 to 8,926 units (496t) in FY25 – a 10.8% reduction by weight. Toner/cartridge reuse fell 38.5% (37.47t -> 23.03t). A 10% year-on-year growth target has been set for ACE Line unit redeployments in FY26, supported by the post-relaunch commercial drive.

HP PLANET PARTNERS – CIRCUIT BOARD RECYCLING PILOT

An innovative high-recovery recycling stream for circuit boards was initiated in FY25, targeting preservation of scarce raw materials (gold, copper, palladium). Certified under ISO 14040/14044 standards, this pilot supports both Scope 3 Category 12 emissions reduction and raw material circularity.

LANDFILL DISPOSAL NEAR ZERO

Direct landfill and incineration remains negligible at 1.57 tonnes – essentially flat with FY24 (1.58t). This represents less than 0.15% of all waste produced. The majority of residual waste (MRF stream, 35t) is treated at material recovery facilities which maximise both material recycling and energy recovery before any landfill.

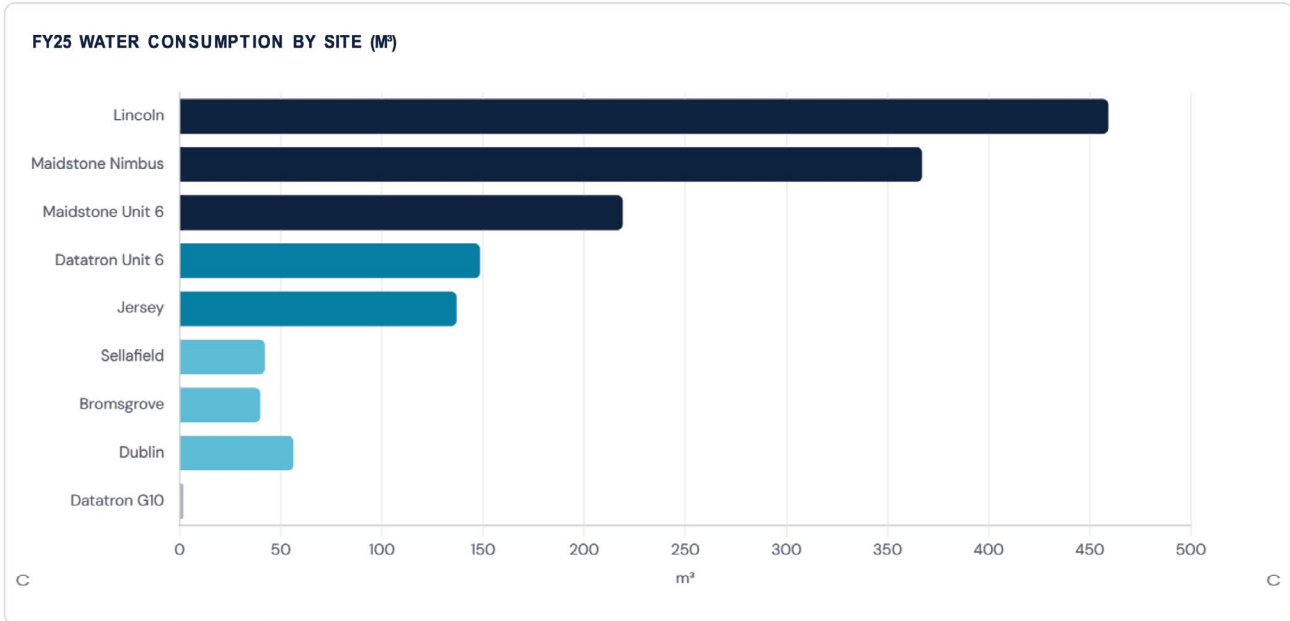
FOOD WASTE – NEW REPORTING STREAM ADDED

FY25 is the first year food waste has been formally measured and reported (0.30 tonnes). Data sourced from contracted waste management services at primary sites. Baseline established for ongoing monitoring. FY26 will target food waste reduction initiatives in line with Apogee's "War on Waste" campaign.

Water Stewardship

Following the establishment of our FY24 water consumption baseline, FY25 marks the first full year of systematic monitoring across all Apogee-managed sites. Consumption is measured via smart meters or quarterly invoices.

<p>FY25 TOTAL CONSUMPTION 1,471 m³ water consumed ▼ -22.8% vs baseline</p>	<p>WATER SAVED VS BASELINE 433 m³ ≈ 433,000 litres ▼ sensor-operated facilities</p>	<p>WATER EMISSIONS 0.52 tCO₂e supply + treatment → New metric FY25</p>
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22.8% REDUCTION FROM FY24 BASELINE

Total water consumption fell from 1,904 m³ (FY24 baseline) to 1,471 m³ in FY25 – a reduction of 433 m³ (approximately 433,000 litres). The primary driver is sensor-operated tap and toilet facilities installed at key sites, reducing uncontrolled flow. Lincoln and Maidstone Nimbus together account for 56% of total consumption and are the priority focus for FY26 water efficiency initiatives.

RAINWATER HARVESTING – FY26 EVALUATION

Rainwater harvesting is under active evaluation for the National Distribution Centre (Lincoln) for FY26 implementation. Lincoln is the largest single water consumer at 459m³ (31.2% of total). Rainwater harvesting at this site could reduce mains water demand by an estimated 15-25% at Lincoln, subject to feasibility sign-off.

Biodiversity & Global Reforestation

Through our partnership with PrintReleaf, Apogee customers directly contribute to certified global reforestation. Reforestation is verified and managed via professionally certified forestry projects aligned to UN SDGs 13 (Climate Action) and 15 (Life on Land). Note: PrintReleaf is treated as a biodiversity and ecosystem restoration programme – it does not contribute to Apogee’s path to Net Zero, which remains focused on absolute operational carbon reductions.

67.2M

Standard sheets offset
FY25

8,070

Trees reforested
FY25

~215M

Cumulative sheets offset
since 2019

TABLE 6A - PrintReleaf Performance FY24 vs FY25

Metric	FY24	FY25	YoY Change	YoY %	Cumulative (since 2019)
Standard sheets of paper offset (A4 equiv.)	50,000,000	67,249,924	+17,249,924	+34.5%	215000000
Trees reforested	6,437	8,070	+1,633	+25.4%	26000
- Romania		5389			
- France		980			
- United Kingdom		586			
- Other regions		1115			

