LOGICALIS
Architects of Change

Logicalis International FY25 Responsible Business Report

Our People | Our Communities | Our Planet



Contents

We deliver sustainable outcomes that matter for our people, our communities and our planet.

About Logicalis

We are Architects of Change™. We help organisations succeed in a digital-first world by harnessing our collective technology expertise to help our customers build a blueprint for success, so they can deliver sustainable outcomes that matter.

Our lifecycle services across cloud, connectivity, collaboration and security are designed to help optimise operations, reduce risk and empower employees.

As a global technology service provider, we deliver next-generation digital managed services, to provide our customers with real-time visibility and actionable insights across the performance of their digital ecosystem including reliability, user experience, security, economic performance and sustainability.

Logicalis International has 4,000+ Architects of Change and across 20 territories around the globe, helping our 6,000+ customers across a range of industry sectors to create sustainable outcomes through technology.

Logicalis International had revenues of $1.2 billion in FY25, and is a division of Datatec Limited, listed on the Johannesburg Stock Exchange.

This Logicalis International Responsible Business report highlights our sustainability performance from 1 March 2024 to 28 February 2025. The report includes information from the regions that we operate in, namely APAC, EMEA and North America, and focuses on the material aspects of our business related to our Responsible Business strategy.
For the Responsible Business report of Logicalis Latin America, please visit www.la.logicalis.com/pt-br/esg.

In this report, the term 'Logicalis' will be used to be refer to the operations of Logicalis International only, so excluding Logicalis Latin America.

Message from our CEO

Bob Bailkoski
CEO Logicalis Group

At the heart of our organisation lies a commitment to Responsible Business. This isn't just a principle – it's a promise to our people, our communities and our planet.

Success is not only measured by financial performance, but by the integrity of our actions and the impact we make. As a Responsible Business, it means making decisions that are ethical, inclusive, and environmentally conscious. It means holding ourselves accountable and striving to do what's right, even when it's not easy, to create a sustainable world that is built for everyone, by everyone.

We are proud of the progress we have made over the last year as Architects of Change:

- Achieving carbon neutrality across scope 1 and 2 emissions ahead of target across all operations.
- Named Cisco's Sustainability Partner of the Year for a second year in a row.
- Increasing female leadership with 34% in senior roles and a strong success pipeline, supported by continued investment in leadership development and a global learning management system launch.
- Strong progress increasing our strategically aligned educational community projects with over USD$230,000 donated to community projects and charities.

These achievements reflect the power of collective action. They show what's possible when we embed responsibility into every decision, every strategy, and every conversation.

But being a Responsible Business is not a destination – it's a continuous journey and one that we are proud and committed to being on. I would like to sincerely thank everyone who's contributed to our journey as we continue to build not just a better Logicalis, but a better world. Your efforts have helped us to turn ambition into action, and values into impact.

As you read through this report, I hope you are inspired to join us on our Responsible Business journey as we work to create a more sustainable and responsible future.

FY25 Responsible Business Strategy, Highlights & KPIs

Delivering sustainable outcomes that matter for our people, our communities and our planet

Our Responsible Business strategy is rooted in a deep understanding of the social and environmental challenges facing the regions in which we operate. It's why we have incorporated sustainability and responsible business practices into the fabric of who we are and how we do business. We have organised this thinking and activity into three pillars:

	Our People	Our Communities	Our Planet
PILLARS	We drive innovation by fostering diverse teams, recognising that collaboration among individuals from varied backgrounds enhances creativity and value creation. Our commitment is to build an engaged, collaborative workforce and increase representation of women and minority groups in the organisation.	We aim to improve education for the next generation and to support local charities in the communities that we operate in. Our focus is on supporting education in Science, Technology, Engineering, and Mathematics subjects (STEM), and enabling opportunities for women and minority groups around the world to enter, and be supported within, the ICT sector.	We want to make the world a better place, and our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future. We strive to improve our environmental performance and contribute to a cleaner, healthier planet and are working hard to position our organisation as a leading Responsible Business in this area.
KPIS	• **25% female employees** (unchanged from FY24) • **USD$1.6m invested in training and development**, reflecting a more focused allocation of resources compared to FY24 ($1.9m)	• **21 education-focused community projects** (FY24: 18) • **USD$232,000 donated** to community projects and charities (FY24: $150,000)	• **10% reduction in scope 1+2 emissions** (market-based) vs FY22 baseline • **22% renewable electricity use** (FY24: 22%)
FY25 HIGHLIGHTS	• Delivery of new internal leadership capability programme to c.100 leaders • Launched first global learning management system to drive consistent development access	• Increased number of strategically aligned educational community projects • Theory of Change developed for our community projects to measure real life outcomes	• All operations are carbon neutral on scope 1 and 2 emissions for FY25 • Named Cisco Sustainability Partner of the Year for second year running

Our People

Creating a diverse workforce for the common good

Our people are central to the continued success of our business. We recognise that innovation drives value creation for not only our business but for the technology sector and the wider economy, and when people from diverse backgrounds work together, the more innovative and creative that team is likely to be. By attracting top talent, developing and rewarding high performance, and fostering strong employee engagement, we aim to be an employer of choice that creates success for everyone.

We strive to create a culture that focuses on creating equal opportunities for all employees, where individuals can show up as their true authentic selves and be seen, respected and valued as such. An environment that sustains an energetic collaborative focus. To this end, we do everything in our power to ensure all our people Belong, Grow and Thrive.

Belong

At Logicalis, our culture is built on the spirit of inclusion. Every unique individual makes Logicalis the organisation it is today, and every voice is heard.

Grow

Our blueprint for success depends on all our brightest minds coming together and being the best they can be, to create a global ecosystem of people who can be inspired by each other to grow their careers with Logicalis.

Thrive

Our 4000+ Architects of Change are at the heart of our success. That is why we place significant emphasis on creating and sustaining an energetic, collaborative environment, where our people can achieve a happy, balanced work life and thrive in what they do.

Values

Whether it's helping our customers to build a blueprint for success, or working together to create a more sustainable organisation, we are united in making a difference in everything we do by ensuring that everybody can belong, grow and thrive.

To support this commitment, we have five key values that shape our behaviours and direct our actions:

Sustainable innovation

We create a blueprint for change that will last.

Integrity is intrinsic

Honesty, fairness and responsibility are the essence of who we are.

Excellence every day

We strive for excellence in everything we do, always looking for new ways to improve.

Better together

We work best when we work together, harnessing our collective expertise.

Everyone belongs

We do our best when we can be ourselves and embrace diverse perspectives.

These values help shape and focus our behaviours so that together we can all be Architects of Change. We focus on areas that allow us to continuously improve and grow:

Inclusion & belonging activities

From our global inclusion council to unconscious bias training for all employees, we empower our employees to create an inclusive environment.

Living our values

The three pillars of our employee commitment - Belong, Grow and Thrive - are at the heart of what we do.

Wellbeing initiatives

We support our people on their physical, mental and emotional wellbeing journeys.

Continuous feedback and listening

Understanding what's important to our employees and how we can change.

Developing talent

Helping people to thrive in their careers.

FY25 People Highlights

Invested USD$1.6million in employee career development, training, and accreditations

Delivered our new internal leadership capability program to c.100 leaders across all locations, with more in the pipeline for FY26

Launched our first global Learning Management System

Developing talent

Delivering advanced technologies to our customers demands a high level of technical expertise. Our leadership teams work closely with strategic partners to ensure employees receive appropriate training and hold the necessary accreditations.

We recognise the crucial role that leaders play across the organisation, and in FY25 we continued to embed and promote the Global Leadership Framework. This included investing in our leadership capability through a growing suite of leadership development opportunities, delivering 10 leadership programs ranging from 3-hour workshops to nine-month academies. In total, 210 leaders undertook leadership development activities, and c.240 days of leadership development was delivered (across all attendees and programs).

Since 2021, Logicalis has been able to achieve a significant increase in female participation in High Potential and Global Leadership Academy programmes across the world. As a result, the number of females in senior roles continues to grow, from 29% in FY24 to 34% in FY25. In addition, our female succession pipeline increased from 17% to 29%.

We plan to continue to strengthen and invest in leadership succession pipeline through new leadership development opportunities in FY26, including through on-going deployment plans for the Connected Leader Program.

To continue to deliver on our ambition of embedding a learning culture, FY25 saw the launch of Logicalis' first global Learning Management System (LMS). Our initial roll-out was to all of our technology and sales teams across all entities. In the nine months of operation to date, this has delivered 1,651 days of learning in total. In FY26, the LMS will be extended to all employees in every country, reinforcing our commitment to a truly global learning culture.

As part of our learning programme, all Logicalis employees are required to complete a mandatory Environmental, Social, and Governance (ESG) course. This training enhances understanding of ESG principles in the context of Logicalis, beginning with an overview of ESG and its relevance to our organisation. It outlines our specific ESG responsibilities and illustrates how these responsibilities are integrated into our Responsible Business practices. Beyond theoretical knowledge, the course provides practical, actionable steps that employees can take to contribute to our ESG goals and initiatives.


Leadership Academy


Connected Leader UKI


Leadership Academy


Connected Leader Singapore


Module 1 HiPo


Connected Leader EMEA

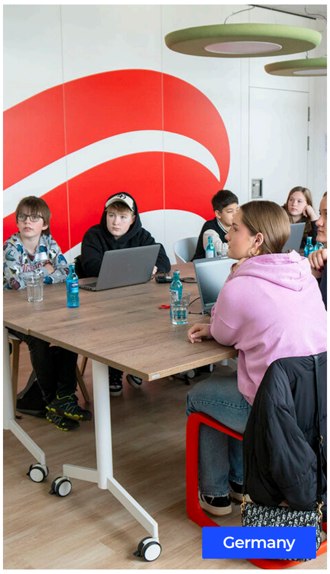
Inclusion and belonging

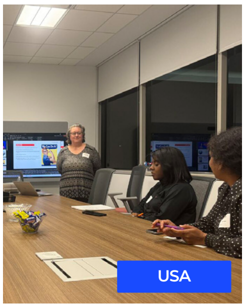
Logicalis is committed to creating an engaged, diverse and collaborative workforce which is balanced in terms of representation across all levels in the organisation. We recognise that our people are critical to the ongoing success of our business and actively seek to attract top talent from a broad range of backgrounds. Our focus is on promoting equity and fairness in the workplace, as well as creating an inclusive environment where all employees feel a sense of belonging and can contribute meaningfully to our shared goals.

Areas of focus in FY25 included investing in processes to attract a wider range of candidates to facilitate diverse talent selection, the continued roll out of training programmes (including introductory courses and inclusive leadership training), and a programme of inclusion and belonging events.


Spain

Singapore


Germany


USA


Indonesia


Australia

The Global Inclusion Council is a leadership committee that, in partnership with our HR teams, provides strategic guidance and direction on inclusion and belonging initiatives across Logicalis. The council helps shape and endorse relevant policies, while ensuring alignment between regional activities and our global strategy. It continues to work to identify new opportunities to strengthen our culture, ensuring all employees feel valued and empowered to thrive.

One of our key priorities is to increase female representation across Logicalis, particularly in technology roles. While overall global representation remained at 25% at the end of FY25, unchanged from FY24, we recognise the ongoing challenge in attracting and retaining women in the technology sector. However, we are encouraged by the progress seen in our talent pipeline and continue to implement region-specific initiatives, including inclusive hiring practices, mentorship and sponsorship programmes, and enhanced data collection. We remain committed to building a more diverse and inclusive workforce and unlocking the benefits this brings to our organisation.

Logicalis observes a calendar of inclusion and belonging days of celebration, solidarity, commemoration and awareness. Through recognising significant days such as World Mental Health Day, Pride Month, and International Women's Day, we aim to enhance our collective awareness and understanding while working to address unconscious bias. The FY25 calendar featured a variety of activities, including sharing stories of our employees and partners, and hosting events and speakers.

In early FY26, we published the first Logicalis Inclusion and Belonging framework to all employees, which sets out in detail our commitment and approach to inclusion and belonging, as well as our priorities in this area:

Advance inclusion and belonging

Embed representation, fairness and inclusivity into the organisational culture and business strategy, provide ongoing training in this area and ensuring a safe and inclusive environment for all employees.

Increase female representation

Increase female representation in technical and leadership roles and support initiatives to increase female representation in the tech industry.

Improve candidate and employee experience

Develop more inclusive recruitment and promotion practices, enhance the employee experience, and address any pay gaps to attract and retain diverse talent.

Strengthen internal engagement and action

Organise regional inclusion and belonging councils and employee resource groups into effective structures to drive awareness and action, improve communication and employee participation, and identify regional inclusion and belonging champions to co-ordinate local initiatives.

We will be rolling out inclusion and belonging training in FY26, focusing on leadership and talent acquisition teams as well as refreshing our programme for all employees.

Wellbeing

We're committed to supporting our people throughout every aspect of their wellbeing journey. We encourage the development of healthy habits, promote clarity and balance, and create opportunities to stay connected, with both each other and our communities.

Our employee assistance programmes, tailored to each Logicalis operation, offer professional support across a range of areas, including emotional support, legal information, financial guidance, psychological and medical information, wellbeing assessments, and health and nutrition advice. These programmes reinforce our commitment to employee wellbeing and strengthen our Employee Value Proposition (EVP).

Our Global All Hands meeting is one of the ways we keep all colleagues up to date on the latest news, initiatives, and success stories each quarter. We host two live events on the day, timed to accommodate different time zones, both hosted by our global CEO. Colleagues from across the business contribute to each session, which includes a live Q&A segment where everyone is invited to ask questions or share comments, anonymously if desired.

In FY25, we launched the second edition of the 'Logicalis Global Movement Challenge', encouraging our employees to get moving while raising funds for global charity organisation, Concern Worldwide. Teams from across 15 countries came together to walk, run, cycle, and swim as far as possible and, in October 2024, covered over 51 million steps and 36,000 km / 22,000 miles!

We intend to heighten focus on employee wellbeing in FY26 through the continuing promotion of our EVP. Through EVP leader workshops we will create an understanding of what an EVP is and the role of our leadership teams in its successful delivery.

Continuous feedback and listening

To better understand how our people feel about working at Logicalis, we introduced Peakon – a continuous listening 'Pulse' platform. It gives our leaders real-time access to feedback and analytics from their teams, offering valuable insights into employee sentiment and workplace dynamics. By using this data, we can pinpoint areas for improvement across our operations and develop targeted action plans shaped by input from both managers and employees.

In FY24, we conducted a review of the questions used in Peakon and updated the frequency and type of questions to ensure that reliable data is generated from the platform. During FY25, we introduced values-aligned questions to ensure that the feedback generated from the platform accurately reflects employee experiences and supports the organisation's employee commitment.

Case Study | APAC Women's Initiatives Network (WIN)

Set up in FY24 with support from our local CEO, our Asia and Pacific (APAC) Women's Initiatives Network has representatives from across eight of our territories. Its mission is to promote and provide a supportive and inclusive environment for gender equality, and to provide women in the business with opportunities for networking, professional development, and leadership growth. In addition, it supports our goal in Asia for women to comprise at least 30% of the workforce (an increase from the current 26%).

The network was initiated with a webinar from local female leaders sharing insights on work-life balance, and continued its efforts in FY25 through quarterly networking events, including a focus on sharing strategies for women to develop self-confidence and assertiveness in their field. We have hosted joint events with key partners such as Cisco and Microsoft, from inviting their leaders for panel discussions to brainstorming meetings with Cisco's own women's network.

> I am pleased to support our Women's Initiative Network (WIN) employee group within the Asia organisation, one that is committed to promote and support females, empower girls and female colleagues within Logicalis and the tech community."
>
> Win Lee, CEO APAC

In addition, a regional mentoring programme was established in FY25, designed to provide mentees with valuable guidance and support in both personal and professional growth. All mentees who registered, from across departments, were matched with an appropriate mentor and conducted virtual sessions, covering topics such as career development and fostering meaningful interactions. We are hosting further networking sessions in FY26 to continue this momentum.

Our Communities

Building lives in Science, Technology, Engineering, and Mathematics

Our social and community development goal is to improve education for the next generation and to support local charities in the communities we operate in. Our focus is on supporting education in science, technology, engineering, and mathematics subjects (STEM), and enabling opportunities for women and minority groups around the world to enter, and be supported within, the technology sector.

We believe that by combining regional and local efforts under a divisional strategy and structure, we can facilitate the creation of meaningful, sustainable impact, for both Logicalis and the communities we operate in. Our community programmes include:

Driving STEM

Supporting STEM education to empower disadvantaged communities.

Diversity in technology

Intervening to increase the number of women and minority groups in the technology industry.

Skills for technology

Training and retraining adults to enter, and be supported within, the technology industry.

FY25 Communities Highlights

Increased number of strategically aligned educational community projects

Donated USD$232,000 to community projects and charities

Theory of Change developed for our community projects to measure real life outcomes

Over FY25 we have continued to support future Architects of Change through education, implementing 21 community initiatives in these areas across our regions. Additionally, another 28 community initiatives were undertaken locally by our regional operations.

In total, over USD$230,000 was donated by the company globally to community projects and local charities (both education-focused and other), and we supported over 500 beneficiaries through these initiatives.

Examples of our STEM education community projects undertaken in FY25 include:

The Logicalis Bursaries programme in South Africa

Provides financial assistance to individuals from previously disadvantaged communities to pursue formal qualifications in STEM-related fields. In FY25, 22 bursaries were awarded worth USD$55,000 in funding.

The Grad Girls programme in Australia

Logicalis Australia is a proud sponsor of the Grad Girls program; which in FY25 hosted 40 female graduate students at the Logicalis Melbourne office. The event featured a panel discussion on "What I Wish I Knew" with industry representatives and a customer outcome challenge designed to promote collaboration, innovation and problem solving.

The Apadrina TIC programme in Spain

Logicalis Spain is a key sponsor of the Apadrina TIC initiative which provided scholarships and mentorship to seven financially disadvantaged STEM students from universities in Catalonia.

Employee volunteering initiatives

We are committed to playing a positive part in the communities we operate in. As part of this, we actively promote a variety of volunteering initiatives, allowing employees to contribute and make a difference with their available time and efforts.

Case Study | Empowering future Architects of Change in rural Indonesia

An inspirational example of this comes from Logicalis' business in Indonesia (PSI), which partnered with the 1000 Guru organisation on its Travelling & Teaching programme. The dual-purpose community initiative combined community support with employee volunteerism, giving our people the opportunity to immerse themselves in remote areas of Indonesia while promoting access to education and empowering local communities.

In many rural and remote regions, limited resources and poor ICT infrastructure hinder digital literacy, educations opportunities, and future career pathways. Through this programme, our employees travel to these areas to teach elementary school children about STEM subjects and donate essential equipment – making a meaningful difference in the lives of young learners from low-income families.

In 2024, the third year of the initiative, 26 employees travelled to Belitung Island and taught in the underserved Badau Elementary School, bringing school bags, supplies and sports equipment to support learning. The trip also included a visit to the Negeri 1 Vocational High school, targeting the IT-focused departments. With 177 students across the school (20% of whom are female), the introduction of "Women in Tech" aimed to inspire young female students to pursue careers in IT. This included an in-person introduction to the technology industry followed by monthly online mentorship sessions led by our engineers and consultants.

Through this initiative, we were able to provide access to better educational resources and promote greater gender inclusion in STEM education. As a result, the partner schools have seen an increase in student enthusiasm and engagement. This project reflects our continued commitment to empowering communities while investing in people.

Logicalis Theory of Change

In FY25 a Theory of Change was developed for our communities pillar, with a view to clarifying the outcomes and impact sought from our community investments, and improving the quality of projects that we develop:

Stakeholder Group	Stakeholder Needs
1. Schools and educational institutions 2. Non-governmental organizations (NGOs) 3. Local disadvantage communities 4. Technology sector partners 5. Government	1. Access to quality STEM education for disadvantaged communities to improve opportunities 2. Increased representation of women and minorities in the tech sector to enhance diversity 3. Skill development programs for disadvantaged adults to reduce unemployment and underemployment

	Impact	Outcomes	Outputs	Activities	Inputs
DRIVING STEM	· More young people from disadvantaged communities, will have improved access to quality STEM education, pursuing STEM qualifications and improved career prospects.	· Increased engagement and interest in STEM subjects · Improved academic performance · Increase in STEM qualifications enrollment	· No. of STEM workshops and after-school programs · No. of educational material and resources provided · No. of students participating in STEM programs	· We invest in partnerships · To implement programs · That present opportunities for mentorship	· Funding for programs · Equipment and resources · Partnerships with educational institutions, NGOs and partners in the technology sector · STEM professionals for mentorship and guidance · Venues or platforms for conduction mentorship sessions
DIVERSITY IN TECHNOLOGY	· A more inclusive and diverse technology industry.	· More women and minorities interested in pursuing tech careers · Higher participation in tech education and jobs · Better representation in tech roles	· No. of awareness campaigns or initiatives · No. of scholarships · No. of internships or apprenticeships	· Awareness campaigns · Scholarships and grant funding · Internships and employment opportunities	
SKILLS FOR TECHNOLOGY	· Increase in available talent in the technology industry to fill open vacancies and contribute to growing the sector and reducing unemployment.	· Skilled adults ready for entry into technology roles · Higher employment rates and job stability for program graduates · Better career advancement and professional growth in technology sector	· No. of training and retraining programs · No. of adults enrolled · No. of career advices sessions and job placements	· Training programs · Job placements · Ongoing professional development support	

In FY26, we will be applying the theory to key existing projects in order to help us pursue our long-term strategic community goals.

Our Planet

Contributing solutions for a sustainable future

Our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future. We strive to improve our environmental performance to contribute to a cleaner, healthier planet.

To strengthen our sustainability efforts, the Logicalis Environmental Council was established. This council serves as a central body, providing strategic direction, promoting collaboration, and ensuring accountability for achieving our environmental goals and meeting our sustainability pledges.

We will set a clear sustainability agenda and be transparent about how we are moving towards it through our company's actions and messaging.

We have set a science-based carbon reduction goal that will get us to net zero, which has been validated by SBTi.

We will transparently report on our scope one, scope two and scope three emissions as a global organisation.

We will help our customers identify ways to incorporate environmental sustainability practices into their business.

We will partner and collaborate with others within our orbit (including customers, partners and competitors) to promote and support better sustainability practices.

We will encourage low-carbon alternatives for commuting through our new travel policy.

We will work towards sustainable workplaces that make Logicalis a great place to work and support our employee actions that reduce their individual and our company's carbon footprint.

We will continue to champion local in-country sustainability projects through our annual sustainability challenge.

We will provide our managed services customers with an environmental impact score to help them understand their IT emissions, alongside recommendations on how to improve.

To provide objective evidence of the above commitments being met.

Our environmental sustainability approach is centred around climate action, through making absolute reductions to our operations' carbon emissions, switching to renewable electricity sources and improving energy efficiency wherever possible, and engaging with partners and customers to encourage meaningful actions in our value chain. In addition, we are increasing our focus on effective e-waste management, internally and then with our customer base, to reduce its impact on the natural environment.

FY25 Planet Highlights

All operations are carbon neutral on scope 1 and 2 emissions for FY25	10% reduction in scope 1 and 2 emissions (market-based) vs FY22 baseline	Named Cisco Sustainability Partner of the Year for second year running

Carbon emissions targets and performance

We have demonstrated our commitment to climate action by setting ambitious carbon emissions reductions targets, which have been validated by the Science-Based Targets initiative (SBTi). Our environmental strategy is dynamically shaped by the progress we make towards these overarching goals, and our key initiatives are continually refined based on our measured performance against them. This adaptive approach ensures we remain agile and impactful in our environmental efforts. These validated commitments are to:

- Reach net-zero greenhouse gas emissions across the value chain by FY50 by:
  - Reducing absolute scope 1 and 2 GHG emissions by 90% by FY50 from a FY22 base year
  - Reducing absolute scope 3 GHG emissions by 90% within the same timeframe
- Reduce absolute scope 1 and 2 GHG emissions 50% by FY30 from an FY22 base year
- Ensure that 85% of suppliers by spend covering purchased goods and services will have science-based targets by FY28

Our FY25 emissions and progress towards these commitments to date are:

Carbon emissions (tCO2e)	FY25	FY24 (restated)	FY23	FY22 (base)
Scope 1+2 emissions (location-based)	3,709	3,846	4,061	3,947
Scope 1+2 emissions (market-based)	3,824	4,005	4,051	4,271
YoY change (market-based)	-5%	-1%	-5%	-
Change vs base year (market-based)	-10%	-	-	-
Scope 3 emissions	142,503	163,995	149,926	207,258
YoY change (market-based)	-13%	+9%	-28%	-
Change vs base year (market-based)	-31%	-	-	-
% suppliers (by spend) with science-based target	54%	na	na	na

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

The year-on-year reduction in scope 1 and 2 emissions (market-based) is primarily attributed to decreased fuel consumption (diesel and petrol) in vehicles across Logicalis, leading to lower scope 1 emissions (see below for more details).

The total scope 3 emissions have reduced markedly, partly because of decreased spend and partly due to improved calculation methodologies whereby the hybrid approach taken, combining spend-based and data-based methods, has been refined by incorporating more accurate activity data and optimizing spend-based estimations. This includes updated emissions factors being used for our major categories (Purchased goods and services, Use of sold products, and End-of-life treatment of sold products), which may reflect less carbon intensive processes in our value chain.

We plan to increase focus on our major scope 3 emissions categories in FY26 (see table in appendix for details), looking to improve our calculation methods further by obtaining carbon footprint data (embodied, usage, and end-of-life) for products sold where possible. To achieve this, we will be engaging with our key vendors to understand the availability of data and how we can use it. In addition, the continued implementation of our sustainable travel policy will help us make more environmentally friendly decisions and continue to reduce the business travel category emissions.

Logicalis committed three years ago to becoming a carbon neutral global organisation by 2025. We are delighted to report that we have achieved this goal ahead of schedule, with the global business having delivered carbon neutrality for FY25 (our financial year running to end of February 2025). This was accomplished through a combination of reductions in scope 1 and 2 emissions and the purchase of carbon offsets post-year end via the United Nations Offset Platform of all our remaining scope 1 and 2 emissions.

For a comprehensive picture of our emissions progress by scope and category, over the past four fiscal years, including our baseline year FY22, please see the Appendix.

Emissions reductions initiatives

Our key scope 1 and 2 emissions reductions initiatives remain consistent with previous years:

- Move from diesel and petrol cars to electric vehicles as leases expire.
- Switch to renewable electricity sources where possible, to meet our target of 100% of global operations achieving the switch by 2030.
- Reduce energy usage where possible through audits and efficiency measures.

Our global energy use is the lowest it has been in the four years on record, decreasing 13% year-on-year in FY25 (see the appendix for comprehensive details of our energy use by type and year). This is largely due to reduction in diesel and petrol car usage, as our electricity usage has remained similar to the prior year. Furthermore, the percentage of renewable electricity used has remained static at 22%.

On a regional basis, the proportion of total electricity purchased from renewable sources by country during FY25 is shown below:

- Spain - 100%
- Germany: 95%
- Portugal: 90%
- UK: 72%
- Ireland: 65%
- Australia: 59%

All other territories (Channel Islands, China, Hong Kong, Indonesia, Malaysia, Singapore, South Africa, Taiwan, USA, Vietnam): 0%

We recognise that we need to significantly increase our efforts to source renewable electricity if we are to meet our goal of powering 100% of operations by renewable electricity by 2030.

To accelerate progress and reduce carbon emissions, especially where switching to renewables is not immediately possible, we're developing tailored energy and carbon reduction plans by country in FY26. These plans will focus on our highest-emitting locations, including data centres and largest offices. They will also include:

- Switching to renewable electricity where feasible as soon as possible.
- Introducing more energy efficiency measures where appropriate.
- Undertaking cost benefit analysis of replacing old equipment with more energy efficient items where needed.

Data management

During FY25, we onboarded Envizi, IBM's ESG software, a compliance-ready solution for corporate and supply chain greenhouse gas emissions data. The tool was fully operational for year-end recording and analysis, providing comprehensive data collection and analytics functionality to manage and derive insights from sustainability data. As a result, data coverage and accuracy has improved markedly and we will continue to be supported by, and enhance our analytics with Envizi across FY26.

Supply chain

We are committed to integrating sustainability into every aspect of our business, including our procurement practices. To achieve this, we have established a robust framework that includes our sustainable procurement policy and our supplier sustainability questionnaire, which we use to integrate sustainable practices into our sourcing decisions.

Collaborating with suppliers to tackle scope 3 emissions is crucial for achieving our ambitious climate change goals. That's why our commitment to the Science-Based Targets initiative (SBTi) extends beyond our operations. We are dedicated to working with our suppliers to reduce their emissions significantly. As part of this commitment, we have set a target to support 85% of our suppliers, measured by spending on purchased goods and services, to establish their own SBTi targets by 2028.

For FY25, 54% of our suppliers (by spend) had established their own science-based targets – a positive step forward. However, with our goal set at 85% by 2028, it's clear we still have considerable ground to cover. Achieving this target will require sustained focus and collaboration across our supply chain to drive meaningful progress, a key area of improvement for FY26.

Strategic sustainability partnership with Cisco

For the second year running, we were awarded Global Sustainability Partner of the Year at the Cisco Partner Summit. These awards identify Cisco's top-performing partners who have demonstrated dedication and innovation in delivering solutions that help customers succeed.

We received the accolade for our continued efforts in helping customers reduce the carbon impact of their IT infrastructure. In partnership with Cisco, initiatives that have supported customers in achieving their sustainability goals in FY25 included:

Circular IT Solutions

Helping customers to mitigate carbon in their environment by ensuring that end-of-life assets are reused or recycled ethically and appropriately.

Sustainable Network Transformation

Sustainably transforming networks to reduce carbon and save energy.

Smart Buildings

Integrating intelligent technologies to create eco-friendly, energy-efficient workspaces and contributing to a Cisco-led, cross industry focus group on the topic.

Sustainable Managed Services

Logicalis' Digital Fabric Platform, integrated with Cisco-powered Intelligent Connectivity, gives customers five metrics to assess the performance of their digital infrastructure and provides AI-powered recommendations to make their operations more secure and sustainable.

Additionally, we were named the first Cisco partner to achieve Cisco's Sustainable Campus Access Add-On Specialisation last year, reflecting our unwavering commitment to pushing the sustainability agenda forward and delivering value for our customers.

Case Study | Noble Foods journey to a smarter, greener networkwith Cisco

Noble Foods is a leading supplier of fresh food brands to major retailers and consumers across the UK. Their business encompasses pullet rearing, egg production, feed manufacturing, hen processing and renewable energies. Operating in a challenging business environment, the group has a mature climate action plan, aiming to achieve net zero by 2050.

With an ageing network infrastructure that was no longer fit to support the agility, security, and sustainability their business demanded, Noble Foods needed more than just an upgrade. They needed a transformation.

Working with Logicalis, the transformation began with a shift to Cisco Meraki SD-WAN, replacing the legacy MPLS/IP WAN. The cloud-orchestrated solution improved resilience, enabled rapid onboarding of new sites, and ensured high availability across all locations. With sustainability embedded from the start, power efficient devices and Meraki sensors reduced energy use and site visits. On top of this, the project embraced circularity, using Cisco's 'Takeback' programme to ethically dispose of legacy hardware. Delivered as a fully managed service, Noble Foods were able to benefit from long-term support and optimisation. This resulted in:

6.5% reduction in devices and 99% returned for recycling

15% drop in energy use, saving 34,230 kWh and £7,654 annually*

A saving of 7.7 metric tonnes of CO2 emissions per year - equal to driving a petrol car nearly 20,000 miles

**Calculated based on UK average energy cost per kWh*

The transformation positioned Noble Foods as a leader in sustainable network infrastructure, considerably contributing to their long-term environmental goals.

"

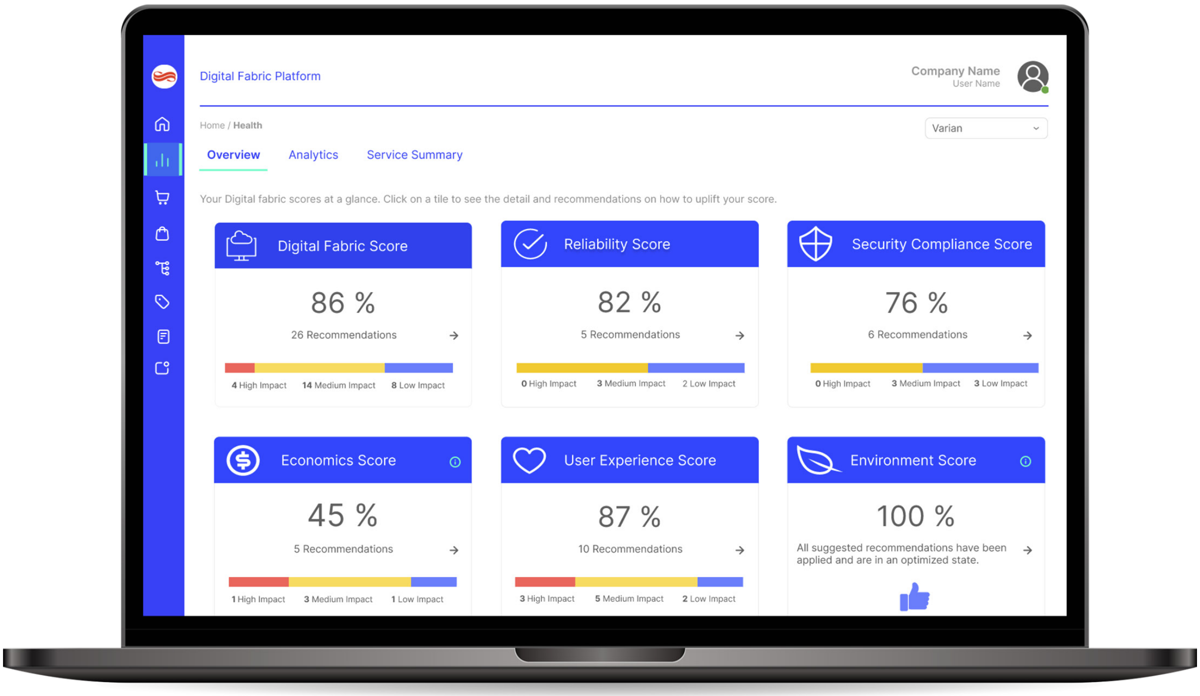
I'm thrilled with our partnership with Logicalis, which has transformed our network with a focus on sustainability. Their power-efficient design built on Cisco Meraki SD-WAN, will reduce our energy consumption by 15% or 34,000 kWh per annum. Logicalis' commitment to innovative, sustainable solutions makes them an invaluable partner in our journey towards a greener future.

Andrew Sharman, Group Head of IT, Noble Foods

Supporting our customers' sustainability

Our award winning AI-powered Digital Fabric Platform (DFP), launched in 2023, continues to enhance our sustainability reporting capabilities for customers. It provides CIOs with real-time insights into the performance of their digital ecosystems across five key metrics: sustainability, reliability, security, economics, and user experience. By benchmarking against industry standards, the platform offers actionable recommendations to reduce power consumption and carbon emissions, and to refresh, recycle, and consolidate equipment effectively.

Throughout FY25, we have advanced the development of our customer sustainability score via the DFP, enabling managed services customers to better understand their IT emissions and identify opportunities for improvement. In FY26, we're scaling the platform to reach more customers across our regions. We've also made a significant investment in the DFP and are now extending its availability to the broader managed service provider marketplace under the Paratira brand. This expansion will amplify the platform's impact, helping drive sustainability initiatives beyond Logicalis itself.



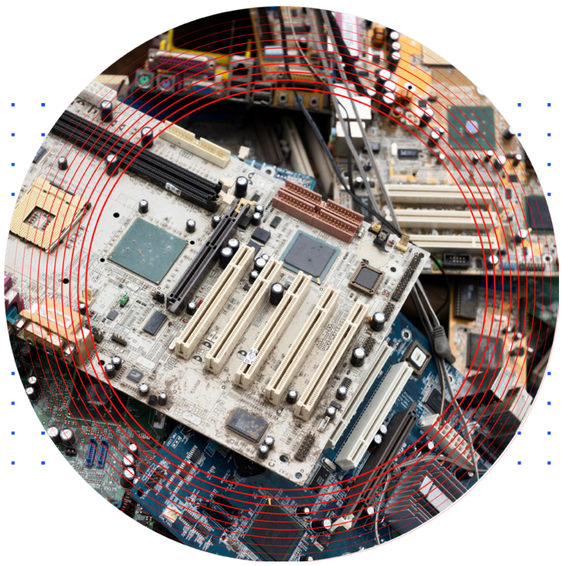
Waste management

We are committed to developing a focused, impactful waste management strategy. Following a review in FY25, we've decided to focus on e-waste over general waste, recognising both the environmental impact of electronic waste and the relatively low volume of general waste produced as a non-manufacturing business.

This strategy applies to our internal e-waste and extends to working with vendors and customers to reduce the end-of-life impact of the hardware we sell. It aligns with our focus on major scope 3 emissions categories, particularly category 12 (end-of-life treatment of sold products), which accounted for 10% of our total emissions in FY25, and will also help reduce category 5 (waste generated in operations) emissions.

We have already implemented a global e-waste policy in FY24, to promote the proper disposal of electronic waste generated across our operations, achieving 99% IT inventory coverage – critical for tracking equipment throughout its lifecycle. With the rollout of our new data management tool, Envizi, we now plan to follow up on a country-by-country basis to record how each item is treated at the end of its Logicalis life: whether refurbished and reused, donated for reuse, recycled, or sent to landfill. This data will help us work with local teams to reduce, and ideally eliminate, any e-waste being sent to landfill over the coming years.

At the same time, we plan to engage with major customers and vendors to identify current e-waste disposal processes and consider how we can best facilitate environmentally friendly methods, leveraging our position in the IT hardware value chain.



Governance

We see Responsible Business as a broad and meaningful commitment to operate ethically and sustainably. We consider the impact of our decisions on the environment, society and our profitability, whilst considering the needs of all our stakeholders, including employees, customers, suppliers, and the communities in which we operate. We believe a robust governance framework is essential for driving progress in our Responsible Business strategy.

Logicalis Board of Directors and Board Committees

The Logicalis Board of Directors (the Board) is ultimately accountable and responsible for the performance and affairs of the organisation and is committed to upholding accepted principles of governance. It plays a pivotal role in championing Responsible Business practices, which are a core component of our business strategy, by overseeing their integration across the organisation.

The Board ensures that Logicalis operates responsibly and sustainably by identifying material sustainability issues, assessing associated risks and opportunities, and providing strategic guidance. It sets the tone for the company through ethical leadership and is committed to maintaining the highest standards of ethics and business conduct.
In addition, the Board oversees the selection and appointment of all members of the highest governance committees and governance bodies:

Board →	Logicalis Board of Directors
Committee oversight →	1. Audit, Risk and Compiance Committee 2. Social & Ethics Committee 3. Remuneration Committee
Governance bodies →	1. Remuneration Committee Quarterly 2. Regional Business Reviews 3. Strategic Review Board 4. InfoSec (Cyber) Committee 5. CFOs monthly meetings 6. HR Working Groups

The Social and Ethics Committee and senior executives develop and implement strategies, policies, and goals related to sustainable development. The Board and its committees convene regularly to assess the organisation's process effectiveness. The Board meets quarterly, while other committees meet at regular intervals.

We employ several processes within our highest governance body (the Board of Directors) to prevent and mitigate conflicts of interest, including the Logicalis Code of Ethics and Conduct, Annual Declarations, a non-executive director, Board Committees, Whistleblower Mechanism, External Review, and Training and Education. We also ensure that any conflicts of interest to stakeholders are disclosed.

Responsible Business leadership

At the operational level, our Environmental Council and Global Inclusion Council focus on specific sustainability areas, namely climate and environment, and inclusion and belonging. These councils are critical in identifying key issues, setting priorities, and driving initiatives within their respective domains.

Their recommendations and insights are channelled to our Social and Ethics Committee, and then to the Datatec (Logicalis' parent company) Responsible Business Committee, which is tasked with consolidating and analysing information from the divisional committees. It provides a platform for cross-functional collaboration and ensures alignment with Datatec's overall sustainability strategy.

The Datatec Responsible Business committee's recommendations and progress reports are presented to Datatec's Social and Ethics Committee, which oversees the group's sustainability performance and provides strategic guidance. It reports to the Datatec Board, keeping directors informed of material sustainability issues and the company's progress in addressing them. This hierarchical structure ensures that Responsible Business is embedded throughout the organisation.

Stakeholder engagement

Our stakeholder engagement aligns with the process of our parent company, Datatec. A collaborative approach allows us to comprehensively understand internal and external stakeholder perspectives, which were instrumental in informing our materiality assessment.

We have eight key stakeholder groups that may impact or be impacted by our business strategy, activities, and policies:

- Employees
- Customers
- Vendors
- CSR beneficiaries
- Nature
- Datatec stakeholders
- Financial institutions and providers of financing
- Governments and regulators

Our ability to create value is interdependent on the quality of our relationships with our key stakeholders, all of which are regarded as strong.

Materiality approach

In FY25, we undertook a double materiality assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS). This included the identification of actual and potential ESG impacts, risks and opportunities (IROs), assessment of each IRO (including through stakeholder engagement) for likelihood and severity / magnitude, and an evaluation of impact and financial materiality of each prioritised IRO.

The material ESG risks identified were:

Impact perspective	Financial and impact perspective
Climate change adaptation	Energy management
Waste management	Cybersecurity and data
Corporate culture	Privacy
Corruption and bribery	-

Material ESG opportunities identified were:

Impact perspective	Financial and impact perspective
Climate change mitigation	Adequate wages
Energy management	Training and skills development
Waste management	Diversity
Gender equality and pay equity	Cybersecurity and data
Corporate culture	
Anti-corruption and bribery	
Privacy	

These align well with our current Responsible Business priorities, whilst also providing updated guidance on where to focus attention moving forward. This will include work to more accurately quantify the potential financial impact of the most important of these risks and opportunities over the coming years.

We started this process at the end of FY25 and beginning of FY26 in relation to climate change adaptation, when we undertook a modelling exercise to financially quantify the most significant physical climate risks facing our organisation (as identified in a previous climate scenario analysis): extreme heat, and water stress and drought. The overall outcome was that these physical risks were not considered material in terms of future impact on revenue (to 2050) for us globally, but that local measures to mitigate risks would be in order. Further details of this exercise and the results can be found in the Non-Financial and Sustainability Information Statement (NFSIS) on the Datatec website.

Benchmarking Responsible Business performance

We are committed to transparency and accountability in our sustainability performance. To benchmark our progress and demonstrate our commitment to best practice, we use several recognised reporting frameworks and rating standards:

Reporting Framework or standard	Logicalis action
Climate Disclosure Project (CDP)	As part of Datatec's broader sustainability efforts, we contribute to the CDP's climate change questionnaire. This participation demonstrates our commitment to transparent environmental disclosure and allows us to benchmark our performance against industry peers. Achieved a B (Management Band) in FY25.
NFSIS (previously TCFD)	We align our climate-related financial disclosures with the NFSIS's requirements, reporting against which can be found on Datatec's website.
UN Global Compact	We endorse the ten principles of the UN Global Compact (to which Datatec is a signatory). These principles encompass human rights, labour, environment, and anti-corruption practices, serving as a guiding force for our Responsible Business strategy and business code of conduct.
Ecovadis	We leverage the Ecovadis sustainability assessment to evaluate our environmental, social, and ethical performance across our global operations. In FY25, Logicalis had 10 territories (Australia, Germany, Channel Islands (Jersey), UK, South Africa, Spain, USA, Hong Kong, Portugal and China) complete the Ecovadis assessment. Within this cohort, we received 4 silver medals and 2 bronze medals.

ESG reporting regulatory landscape

The sustainability and ESG reporting landscape is evolving rapidly, driven by rising expectations from investors and stakeholders, as well as shifting regulatory requirements. We stay informed of these developments and provide thorough reporting, both mandatory and voluntary, either directly or through our parent company, Datatec.

We had planned to align our relevant EU operations with the EU Corporate Sustainability Reporting Directive during FY25, including the undertaking of a double materiality assessment as described above. With the current 2-year delay on implementation and changes to eligibility criteria, we have paused our alignment process but maintain a close eye on developments to ensure we comply with any future regulations.

Additionally, we are closely monitoring the evolving standards from the International Sustainability Standards Board (ISSB) and plan for future alignment with these frameworks through our parent company Datatec. This proactive approach ensures our sustainability reporting will continue to meet the highest global standards for consistency and comparability.

External assurance

The sustainability and Responsible Business data presented in this report has not undergone external assurance or verification. While we have implemented internal controls to ensure data accuracy and completeness, this does not constitute an assurance or guarantee of the information provided.

Appendix

Scope 1, 2 and 3 emissions by category and year from baseline FY22:

Scopes	Category	FY25	FY24 (Restated)	FY23	FY22 (Base)
Scope 1	Mobile Combustion	809	1,058	927	1,114
	Stationary combustion	0	3	231	15
	Product Use: Refrigerant Gases (Kyoto Protocol)	90	13	0	37
	Total Scope 1 emissions	**899**	**1,073**	**1,158**	**1,166**
Scope 2	Heat and steam	16	2	0	10
	Purchased Electricity	2,799	2,739	2,903	2,771
	Purchased: Vehicles	15	32	0	0
	Total Scope 2 Emissions (location-based)	**2,810**	**2,773**	**2,903**	**2,781**
	Total Scope 2 Emissions (market-based)	**2,925**	**2,932**	**2,893**	**3,105**
Scope 3	Category 1: Purchased goods and services	104,135	120,890	104,343	164,306
	Category 2: Capital goods	810	1,154	3,575	3,559
	Category 3: Fuel- and Energy-Related	646	707	1,200	421
	Category 4: Upstream transport	4,392	4,668	4,598	4,004
	Category 5: Waste generated in operations	1,720	1,601	1,584	1,848
	Category 6: Business travel	3,465	3,980	751	580
	Category 7: Employee commuting	8,076	7,517	7,438	8,726
	Category 9: Downstream transport	220	233	230	201
	Category 11: Use of sold products	13,946	17,026	12,551	10,561
	Category 12: End-of-life treatment of sold products	5,093	6,218	13,657	13,054
	Total Scope 3 emissions	**142,503**	**163,995**	**149,926**	**207,258**
Scope 1,2 & 3 (market-based)		**146,212**	**167,840**	**153,977**	**211,529**
Scope 1,2 & 3 (location-based)		**146,327**	**168,000**	**153,987**	**211,205**

Please note the carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information. Prior year figures (FY22-24) restated to include all relevant Scope 3 categories. All Scope 3 categories not shown (categories 8, 10, 13, 14, 15) are zero emissions for Logicalis.

Energy use by type and year from baseline FY22:

Energy use (MWh)	FY25	FY24 (Restated)	FY23	FY22 (Base)
Total energy use	**10,226**	**11,816**	**10,404**	**11,111**
Total electricity use	**7,241**	**7,310**	**6,057**	**6,794**
Renewable energy (electricity)	**1,594**	**1,644**	**486**	**45**
Non-renewable energy	**8,632**	**10,172**	**9,918**	**11,065**
Grid electricity	5,647	5,666	5,571	6,749
Electric vehicles	72	8	0	0
Diesel	1,865	2,176	2,519	2,862
Petrol	942	1,561	786	1,340
Average fuel	15	569	0	0
Natural gas	0	14	1,027	6
Burning oil	0	0	15	48
Heat and steam	91	176	0	61
Lubricants	0	1	0	0
% renewable electricity use	**22%**	**22%**	**8%**	**1%**
YoY % change total electricity use	**-1%**	**+21%**	**-11%**	-
YoY % change total energy use	**-13%**	**+14%**	**-6%**	-

Our global footprint

Logicalis operates in the following countries around the world:

The legal entities listed below all contributed to the creation of this report:

Australia	Logicalis Australia Pty Ltd
China	Logicalis Shanghai Limited Logicalis Shanghai Ltd Xiamen Branch Logicalis Shanghai Ltd Suzhou Branch
Germany	Logicalis GmbH ITUMA GmbH Logicalis Amplified GmbH Logicalis Connected GmbH
Guernsey	Logicalis Guernsey Limited
Hong Kong	Logicalis Hong Kong Limited
Indonesia	PT Packet Systems Indonesia PT iZeno Teknologi Indonesia
Ireland	Logicalis Solutions Limited Logicalis Technology Limited
Jersey	Logicalis Jersey Limited
Malaysia	Logicalis Malaysia Sdn. Bhd. iZeno Sdn Bhd Logicalis Asia Pacific MSC Sdn. Bhd.
Portugal	Logicalis Portugal S.A
Philippines	iZeno Inc.
Singapore	Logicalis Singapore Pte. Ltd. iZeno Private Limited
South Africa	Logicalis SA Pty Ltd
Spain	Logicalis Spain S.L. Audea Seguridad de la informacion, S.L. Risk4All, S.L.
Taiwan	Logicalis Singapore Pte Ltd – Taiwan Branch
Thailand	iZeno (Thailand) Company Limited
Vietnam	Logicalis Vietnam Company Limited
United Kingdom	Logicalis International Limited Logicalis UK Limited
USA	Logicalis Inc.

LOGICALIS
Architects of Change

Foundation Park Centre, Building 8, Ground Floor, Roxborough Way, Maidenhead SL6 3UD