

Environmental, Social + Governance

Annual Report 2025-26



Contents

Our ESG Mission	3	B Corp	11	Customers	38
A Message from the CEO	4	Sustainability and Social Impact Team	13	Environment	41
OryxAlign at a Glance	5	Workers	17	Governance	46
Our Values	6	Training	22	Partnerships	49
Supporting the Goals	7	Equal Opportunities Monitoring	25	Awards	50
Our Objectives	8	Community	28		



Our ESG Mission

To work towards a sustainable future through a steadfast commitment to the Environment, our People and our Governance, ensuring the highest standards of ethics, transparency and accountability.

A Message from the CEO

This past year has been a meaningful one for all of us at OryxAlign.

When I reflect on what we've achieved, what stands out most is not just the progress we've made as a business, but how we've all continued to grow with a strong sense of responsibility to each other, to our clients, and to the world around us.

Achieving B Corp certification has been a real highlight for me. It's something we are all incredibly proud of, not because of the badge itself, but because of what it represents. It reflects the values we live by every day. Doing the right thing, acting with integrity, and building a business that has a positive impact beyond our commercial success.

At the same time, it's important to say that we don't see this as a finish line. If anything, it raises the bar. It challenges us to keep improving, to be more thoughtful in our decisions, and to hold ourselves to even higher standards as we move forward.

On the environmental side, we've taken further steps to better understand and manage our impact. We're becoming more disciplined in how we measure our emissions and

more intentional in how we reduce them. Our partnership with Ecologi continues to support reforestation and carbon offsetting, which is something many of our people feel genuinely connected to. There's still a lot to do here, but we're moving in the right direction.

At the heart of it all are our people, and that's what matters most.

This year, we've continued to invest in creating an environment where people feel supported, valued, and able to grow. That includes wellbeing, development, and making sure everyone feels included and part of something bigger. I've always believed that if we get this right, everything else follows. I continue to be very proud of the culture we continue to build together.

We've also seen great engagement from our teams in supporting the communities around us, whether through volunteering or charitable initiatives. These are often small actions individually, but together they make a meaningful difference.

Underpinning all of this is a commitment to doing things properly at OryxAlign. Strong governance, transparency, and accountability

aren't just requirements for us, they're part of how we operate every day. This report is one way of being open about where we are, what we've achieved, and where we know we need to do more.

The direction we're heading in gives me real confidence for what comes next.

We have a clear sense of purpose and who we are, what we stand for, and the kind of organisation we want to be. ESG isn't something separate from that, it's at the center of it. It shapes how we grow, how we make decisions, and how we measure our success.

There's still more for us to do, but what we're building feels purposeful, considered, and built to last.

Finally, I want to thank our wonderful people who enrich our culture, our clients who place their trust in us and our many partners who we collaborate with. The progress we've made is a shared effort and I'm encouraged about what we'll continue to achieve together.

Carl Henriksen



OryxAlign at a Glance

117
Headcount

10.26%
FY25-26 Headcount Growth

Locations

- London
- Ireland
- Cape Town
- Manchester
- Manila

Partnerships

- Cisco Premier Partner
- OPSWAT Platinum Partner
- Dell Partner Gold
- Microsoft Partner

Certifications



Awards



Our Values

Our five core values define what we believe in as a company. They embrace our professional conduct, morals and ethics, which together form our culture.

Caring

Our people define us. Working together and being there for each other, especially in times of need, makes us stronger.

Striving

Delivering excellent service is key to our success. We'll always strive to be better, offer continuous improvement to our clients, and seek to understand the evolving landscape in which we operate.

Supporting

All for 'one OryxAlign' binds our people in a common purpose. Teamwork is more than the task at hand, it's about building common ground, respecting differences, aligning ambitions, and recognising strengths.

Trusting

Honesty and integrity are hallmarks of our behaviour. Building trust between each other and with our clients is essential to our collective success.

Enjoying

We believe in fostering an environment where humour, kindness and fulfilment are consistently embraced, creating an enjoyable journey for all.



Supporting the Goals

In 2015, world leaders identified 17 Sustainable Development Goals to tackle global issues. Of these goals, we have identified 4 where we believe we can make a notable impact.

SUSTAINABLE
DEVELOPMENT
GOALS

OryxAlign supports
the Sustainable
Development Goals



Ensure healthy lives and promote well-being for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Achieve gender equality and empower all women and girls.










Take urgent action to combat climate change and its impacts.








United Nations Sustainable Development

oryx
align

Our Progress

See a summary of our progress against our objectives below

Our Objectives	Our Progress	Goal(s)
<p>Increase the average use of Udemy (employee training platform) to one training hour per employee per month.</p> <p>Comments: Udemy usage has significantly increased to an average of 1 hour 8 minutes per user per month. Use of Udemy is encouraged at our monthly Company Update Meetings, and a monthly leaderboard is used to incentivise employees to undertake training.</p>		<p>4</p>
<p>Introduce one year training plans for new starters.</p> <p>Comments: This objective will be managed through Project Pinnacle (Competency Framework and Career Pathways).</p>		<p>4</p>
<p>All employees to have a Personal Development Plan in place.</p> <p>Comments: All employees have objectives recorded which are reviewed through our Performance Management Process. However, currently only 18.35% of employees have a formal PDP in place. This objective will be carried through to FY26-27 and the importance of PDPs will be reinforced with Line Managers. We are also looking to progress this further and will be building career pathways with required competencies for all employees.</p>		<p>4</p>
<p>Implementation of line management training plans.</p> <p>Comments: Line Management training pathways have been created on Udemy, SLT Briefs are held regularly with Team Leads and external Team Lead Leadership and Management training was conducted in October 2025.</p>		<p>4</p>
<p>Introduce line management training on Menstruation and Menopause.</p> <p>Comments: In FY24-25, OryxAlign developed and published a Menstruation and Menopause Policy, which all employees are required to read and sign-off. The Line Manager training material is currently under review and we will look to launch the training in 2026.</p>		<p>5</p>
<p>Reduce undesired employee turnover to 15%.</p> <p>Comments: Undesired turnover was recorded as 6.4% in December 2025.</p>		<p>3 4</p>
<p>Elect an Environmental champion to join the Social and Wellbeing Team to support with guiding employee education on waste management and environmental issues.</p> <p>Comments: Instead of electing one environmental champion, OryxAlign created the Sustainability and Social Impact group. More detail on this can be seen later in the report.</p>		<p>4 13</p>

Our Objectives	Our Progress	Goal(s)
<p>Widen scope 3 emissions reporting to achieve a more accurate view of OryxAlign’s Carbon Footprint. Comments: Scope three emissions reporting now covers employee commuting. Further scope three data will be included in OryxAlign’s FY25–26 carbon emissions report.</p>		13
<p>To track and report against a wider scope of employee diversity data. Comments: Diversity data is collected via Cezanne; however, as the completion of these fields is not currently mandatory, there remains a gap in data collection. This objective will be extended into FY26–27, with consideration given to making completion compulsory and including an option such as ‘prefer not to say’.</p>		5
<p>To introduce equal opportunities monitoring into our recruitment process. Comments: All job applicants are sent an Equal Opportunities Monitoring form for completion. More information on the data collected can be seen in the ‘Workers’ section of this report.</p>		5
<p>Publish an ESG report with progress against stated goals annually. Comments: This is OryxAlign’s second ESG report.</p>		3 4 5 13
<p>To calculate and offset the carbon emissions from engineer travel to clients’ sites to provide carbon neutral engineer travel. Comments: This has been completed and emissions from engineer travel have been offset. OryxAlign will continue to offset engineer travel moving forward.</p>		13
<p>Maintain ISO 9001 and 27001 certifications. Comments: OryxAlign’s ISO 9001 and 27001 certifications were maintained, with no non-conformities noted in June 2025. As the business is re-audited annually, this will remain as an objective for the next financial year.</p>		
<p>Achieve B Corp certification. Comments: OryxAlign achieved B Corp certification in September 2025. More detail around this can be seen later in this report.</p>		

Please note: These objectives will carry over to FY26–27

Objectives for FY26-27

Our Objectives	Goals
Introduce one year training plans for new starters.	4
Introduce line management training on Menstruation and Menopause.	5
Widen scope 3 emissions reporting to achieve a more accurate view of OryxAlign's Carbon Footprint.	13
To track and report against a wider scope of employee diversity data.	5
Maintain ISO 9001 and 27001 certifications.	
Review the language used in job adverts and recruitment methods to target and attract a more diverse range of candidates.	5
To gather environmental and sustainability information from OryxAlign's supply chain, to ensure we are utilising suppliers who align to our goals.	13
Investigate use of Science-Based targets for emissions reporting.	13
Increase uptake of volunteering days to >20% of employees.	3
Review the new B Lab standards (V2.0) and undertake a gap analysis to ensure OryxAlign is prepared and positioned for recertification.	3 4 5 13
Develop a sustainability strategy aligned to B Corp recertification and OryxAlign's own 3-Year Vision.	13



Certified



Corporation

Learn more at
[bcorp.com](https://www.bcorp.com)

B Corp

At OryxAlign, we are committed to building a responsible and sustainable business that positively impacts our people, communities and the planet. This commitment led us to pursue B Corp certification—one of the most rigorous and respected standards for social and environmental responsibility.

Why B Corp?

B Corp certification aligns with our core values and long-term vision. It provides a structured framework to measure and improve our impact across key areas, including governance, employee well-being, environmental sustainability, and community engagement. Unlike traditional certifications, B Corp does not just assess policies; it ensures that businesses embed purpose into their operations and decision-making processes.

What it Means for Us

Becoming a B Corp means more than achieving a certification—it reflects our dedication to balancing profit with purpose. It holds us accountable for continuous improvement, ensuring that we operate ethically, reduce our environmental footprint, and create a positive impact for our stakeholders. It also strengthens our credibility with clients, partners, and employees, who increasingly value businesses that take sustainability and social impact seriously.

Our Certification

In September 2025, following a comprehensive evaluation of our social and environmental performance through B Labs' B Impact Assessment, OryxAlign achieved B Corp certification. This milestone marks a significant step in our ESG journey, and something we are incredibly proud of as a business.

To achieve certification, businesses must achieve a score of 80 points or above. B Lab have deduced that the median score for ordinary businesses who complete the B Impact Assessment is 50.9. OryxAlign is very pleased to have achieved 85 points, putting us comfortably above the certification threshold.

Reporting

To ensure consistent and structured reporting, we have made the decision to align our ESG report to the BIA Impact Areas; Workers, Community, Customers, Environment and Governance. At the start of each Impact Area, you will see a summary of our B Impact Assessment score and how we benchmark across our country, sector and size range.

Overall B Impact Score

Based on the B Impact assessment, OryxAlign Limited earned an overall score of 85.0. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 85 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Business

34 points higher score than the average businesses



Sustainability and Social Impact Team

In October 2024, OryxAlign established its internal Sustainability and Social Impact Team (SASI) —a dedicated group of employees committed to driving positive change across our business and beyond. SASI comprises employees from across the business in a variety of job roles, who all have a shared passion for sustainability.

Our Mission and Focus

The team was formed to embed sustainability and social responsibility into our company culture and operations. Its core objectives include:



Enhancing Social Impact

Identifying volunteering opportunities and charity partnerships that align with OryxAlign's values.



Promoting Sustainability

Expanding initiatives such as carbon offsetting, tree planting, and responsible resource management.



Engaging Employees

Encouraging participation in ESG initiatives and fostering a company-wide commitment to ethical business practices.



Our Progress and Achievements

Since its formation, the team has made significant strides in strengthening our sustainability efforts.

Key accomplishments include:

- a) Supporting the successful completion of our B Impact Assessment, a major milestone in our journey to B Corp certification.
- b) Organising food donations for local food banks in London and Manchester over Christmas.
- c) Exploring new charity partnerships and volunteer programs to increase our community impact.

As we continue to grow, the Sustainability and Social Impact Team will play a vital role in shaping our ESG strategy, ensuring that we remain accountable and proactive in creating a positive impact for our people and the planet.

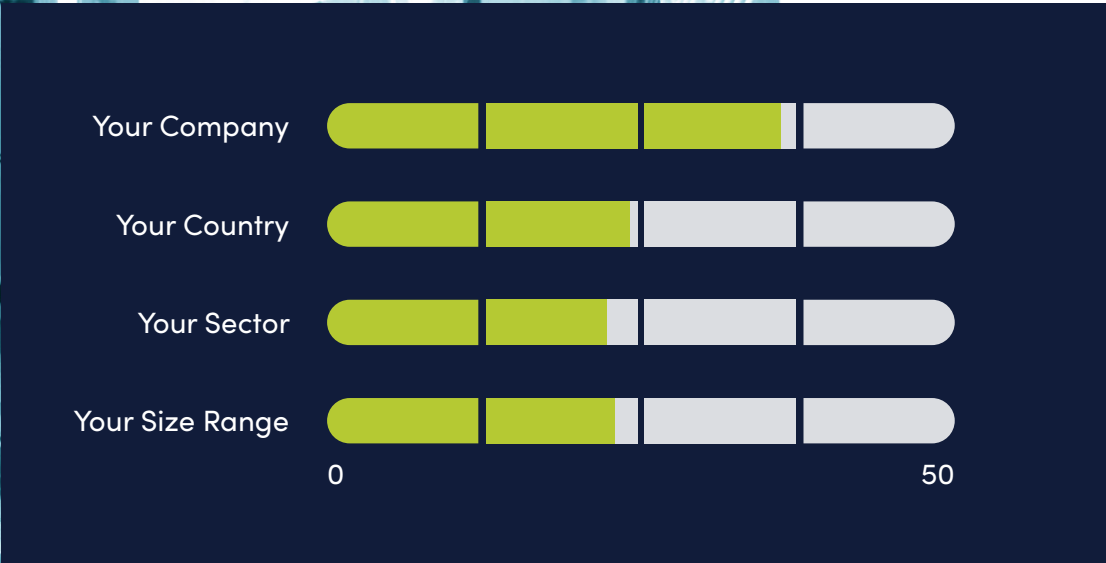


“Joining the new SASI group, our nickname for OryxAlign’s sustainability and social impact team, has been a really uplifting experience. The team brings together colleagues from every corner of our business, all sharing a genuine passion for making a positive difference to our environment.

Working alongside people who care deeply about our planet has truly boosted my pride and confidence in our company’s commitment to sustainability. We approach each project with an environmentally friendly mindset and a real sense of purpose.

Overall, being part of SASI has been both inspiring and a warm reminder that together we can make a real impact.”

Ayisha, SASI Team Member



Workers

The Workers section of the B Impact Assessment evaluates a company’s contributions to its employees’ financial security, health & safety, wellness, career development, and engagement & satisfaction.

In this section, OryxAlign scored 36.4 points. As can be seen above, OryxAlign greatly exceeded the benchmarks for its size, sector and country.

[Links to the GRI Standard 401 – Employment](#)





Employee Turnover

Undesired employee turnover rate:

FY22-23: 24.5%

FY23-24: 17%

FY24-25: 11.5%

FY25-26: 6.4%

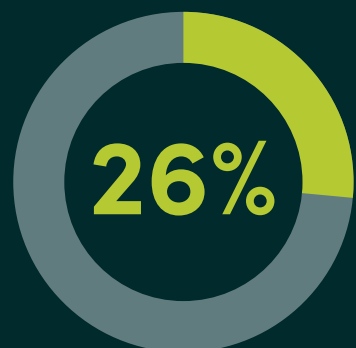
6.4%

Desired employee
turnover rate

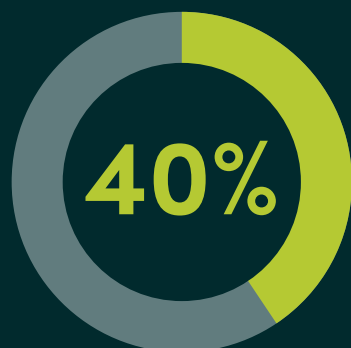
14.5%

Overall employee
turnover rate

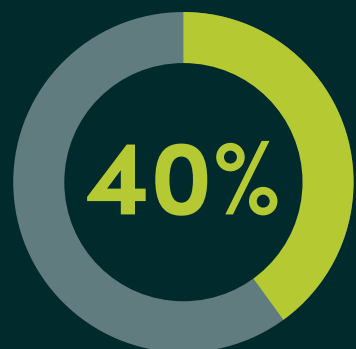
Our Workforce



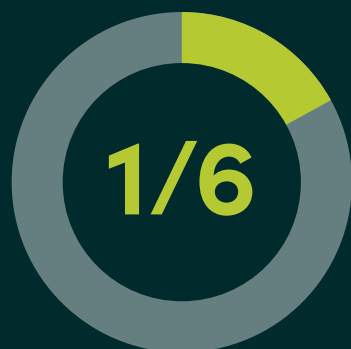
of employees are female



of our female employees are in technical roles

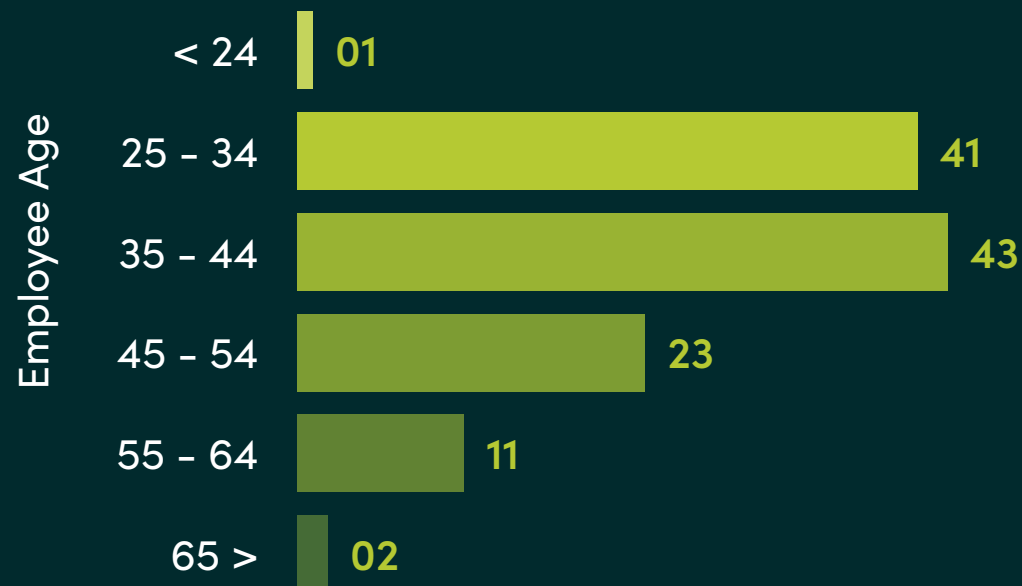


of our senior leaders are female



of our Board Directors are female

Active Employees



10 internal promotions and role changes in the past 12 months (8.54%) of the workforce.

Benefits

- a) Private Medical Insurance
- b) Group Life Cover
- c) Health Cash Plan
- d) Employee Assistance Programme
- e) Online GP and Second Medical Opinion Support
- f) Social and Wellbeing Team
- g) Pension and Salary Sacrifice Scheme
- h) Cycle to Work Scheme
- i) Volunteering Days
- j) Long Service Leave Awards
- k) Annual Recognition Awards
- l) Employee Loans
- m) Holiday Trading



3 GOOD HEALTH
AND WELL-BEING



In FY25–26, OryxAlign enhanced its employee benefits offering through the introduction of two new initiatives: a Health Cash Plan and Holiday Trading. The Health Cash Plan enables employees to reclaim the cost of a range of healthcare-related expenses, including dental and optical appointments, supporting their ongoing health and wellbeing. Holiday Trading provides greater flexibility and choice, allowing employees to purchase up to five additional days of annual

leave each year or sell up to three days, helping them better balance work and personal commitments. Both benefits were introduced in direct response to employee feedback, following an internal survey in which these offerings were identified as highly valued. This approach reflects OryxAlign's commitment to listening to its people and continuously evolving its benefits to meet employee needs.

Pulse Surveys

To monitor the employee experience across the business, in FY24-25, OryxAlign began to share regular 'pulse surveys' with employees. The surveys covered a range of topics, including communication, career development and overall job satisfaction. The survey results were used to provide an eNPS Score (Employee Net Promoter Score) which is a measure of employee satisfaction and engagement. eNPS scoring is broken down into three categories of engagement:

Promoters (score 9-10): Highly engaged and satisfied employees who are likely to recommend the company.

Passives (score 7-8): Satisfied but not enthusiastic employees who are neutral about recommending the company.

Detractors (score 0-6): Disengaged or dissatisfied employees who are unlikely to recommend the company.

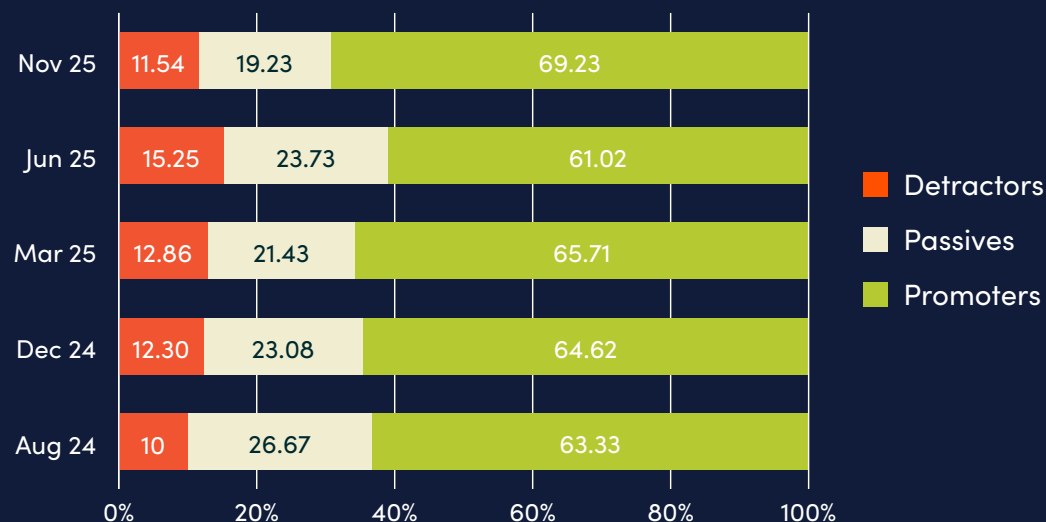
Calculating eNPS: Subtract the percentage of Detractors from the percentage of Promoters. The formula is: % Promoters - % Detractors (NOTE: Passives are not included in the eNPS score). The score ranges from -100 to +100.

eNPS scores

Exceptional	80 +
Excellent	50 +
Very Good	31-49
Good	10-30
Poor	0-9
Engagement issues	Negative NPS

In the most recent pulse survey, (November 2025) OryxAlign achieved an eNPS score of 57.69, which is considered excellent. However, we are aware there is much we can do to improve this. The results of the surveys are reviewed at SLT level and necessary remedial actions are implemented.

eNPS - Company Scores



Research indicates that the eNPS benchmark for the technology sector is c.26, which OryxAlign significantly exceeds.



Training

[Links to the GRI Standard 404 – Training and Education](#)

Training

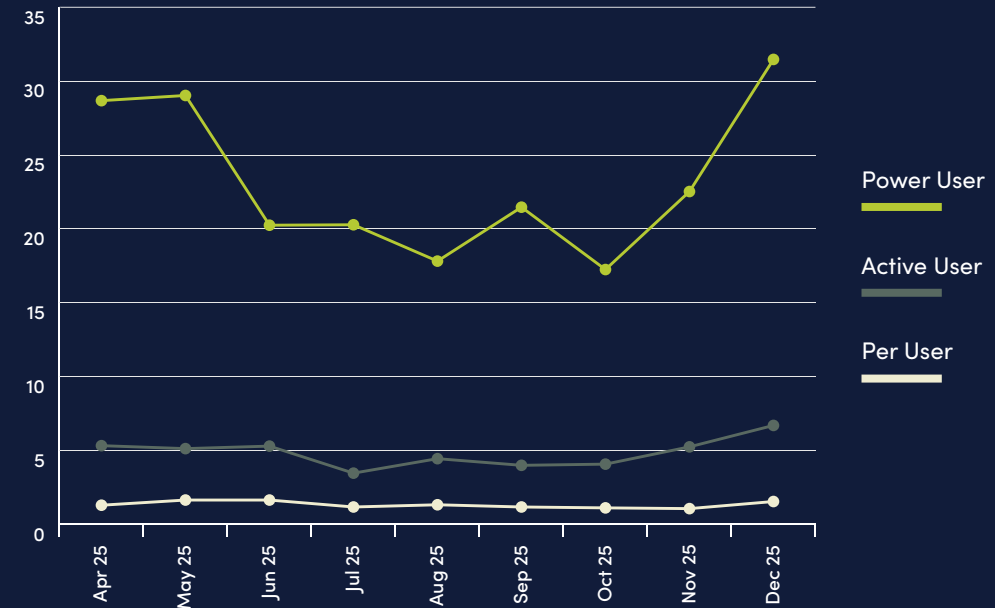
All employees at OryxAlign are provided with a Udemy license, giving them access to thousands of training courses covering a vast range of topics. These graphs illustrate the minutes our employees spent training over the past year. As an average, each employee undertook c. 14 hours of Udemy training in FY24-25, and 10.5 hours of training in FY25-26 (up until January 2026). Employees are encouraged to undertake training that not only benefits their job role, but that also supports their own personal growth and development.

Management Training

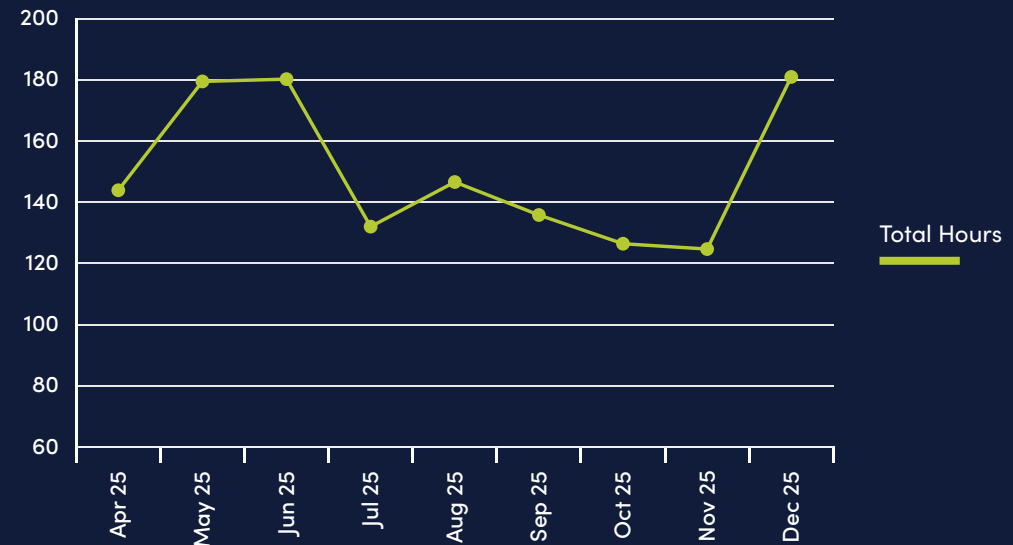
In FY24-25, OryxAlign invested in external Leadership and Management Training for the Senior Leadership Team. The training was designed to help mature and align leadership across the business. In addition to this, internally, OryxAlign delivered a series of Leadership and Management training courses for all Line Managers and Team Leaders to help build confidence, strengthen teamwork, promote trust and inspire the workforce.

After seeing the positive impact and successful results of the Leadership and Management training delivered to Senior Leaders, OryxAlign decided to extend the same external Leadership and Management training to Team Leaders in FY25-26. Offering this training to Team Leaders has promoted a consistent management style across the company and contributed to the growth and development of our Team Leaders' leadership abilities.

Udemy Training Hours as at Dec 25



Udemy Total Training Hours as at Dec 25



Performance Management

Process Improvements

To improve efficiency, our annual appraisal cycle has been moved into our new HR system. The revised system ensures that managers have the necessary information ahead of appraisal meetings and gives employees adequate opportunity to share their views and opinions, resulting in more fruitful discussions.

Project Pinnacle

Project Pinnacle is an internal initiative lead by our Head of HR to implement salary banding and grading and career pathways for all roles through a considered competency framework. Once fully implemented, the framework will allow employees to see the competencies required for them to progress in their careers and support with the creation of Personal Development Plans. Phase 1 of Project Pinnacle (Salary Banding and Grading) was successfully completed in FY24-25. Currently, career pathways are being built for all roles. The launch and implementation of career pathways will provide employees with clear guidance on how they can develop and progress internally, supporting Sustainable Development Goal 4 (Quality Education) by providing learning and development opportunities for all our employees.

Salary Benchmarking

Salary benchmarking was completed for 2025 and indicated that OryxAlign offers competitive salaries against the market.

Bonuses

Annual performance related bonuses are distributed to eligible employees in line with OryxAlign’s Performance Management process.

% of employees received a bonus (excluding founders and executives)

FY23-24	FY24-25
61.3%	73.91%

% of profit distributed to non-executive employees through bonuses

FY23-24	FY24-25
19.49%	11.19%



Equal Opportunities Monitoring

[Links to the GRI Standard 405 – Diversity and Equal Opportunity](#)

Equal Opportunities Monitoring

A 2024-25 ESG objective was to introduce equal opportunities monitoring into our recruitment process. Our HR team have successfully implemented this in the UK and South Africa, and in line with ACAS guidelines, information on gender, gender identity, age, ethnicity, disability, sexual orientation and religion/belief is requested from all job applicants. Candidates must sign to give consent for their data to be used and are not obliged to provide any information. As an equal opportunity employer, the gathering of this data will help us to ensure we are attracting a diverse range of candidates and are continuing to promote equality, diversity and inclusion across the business.

From the data received to date, initial analysis indicates a gender imbalance in applicant pools by role type. Technical roles attracted predominantly male applicants, while administrative and support roles attracted a higher proportion of female applicants. This reflects broader industry trends within the technology sector.

Location	Technical Roles		Non-Technical Roles	
	% Male Applicants	% Female Applicants	% Male Applicants	% Female Applicants
UK	60%	40%	0%	100%
South Africa	92%	8%	22%	78%

OryxAlign recognises that diverse teams contribute to stronger outcomes, which is why one of our ESG objectives for FY26-27 is to review the language used in job adverts and recruitment methods to target and attract a more diverse range of candidates.

OryxAlign remains committed to broadening access to opportunities, reducing barriers to entry and improving representation across all functions over time.



Social and Well-being

Our Social and Well-being team grew in FY24-25, and now consists of seven members, who are all in different roles and based across different office locations. Last year, the team successfully delivered a calendar of well-being events including:

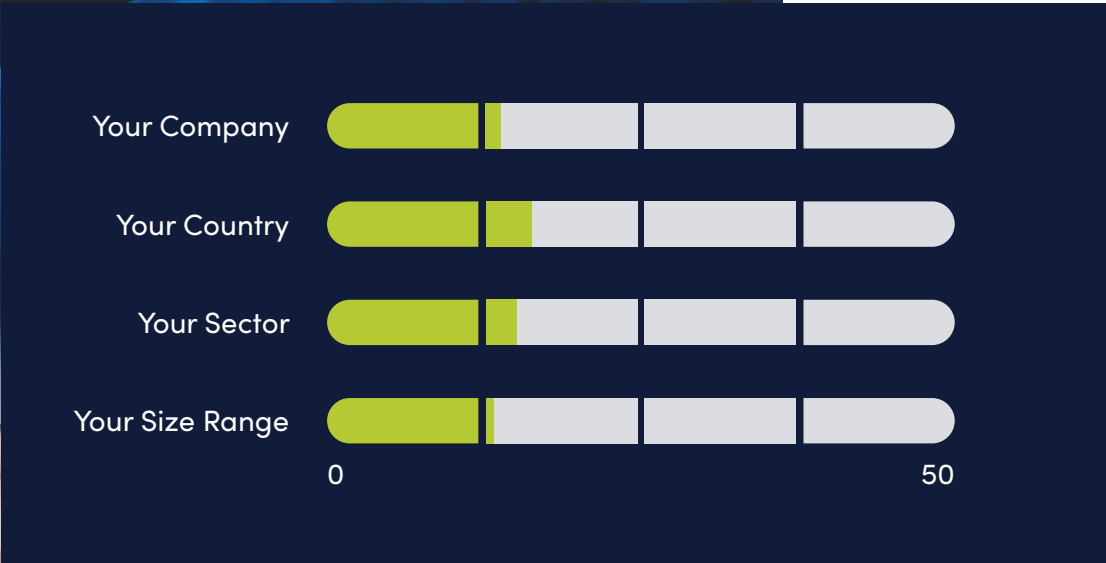
- a) Financial well-being webinars
- b) Men's mental health focus session
- c) Mental well-being coaching workshop
- d) Onsite health-checks
- e) Charity cycling event
- f) 'Step Up' campaign to encourage employees to get out walking

In an effort to increase awareness and highlight the importance of social and well-being at OryxAlign, our CEO invited the team onto the stage during our FY25-26 Business Plan Launch, giving them the opportunity to share some of their plans for the year ahead.

New Policies

In FY24-25, OryxAlign released a Menstruation and Menopause policy and a Breastfeeding and Expressing Milk policy. The policies were reviewed by the Senior Leadership Team and signed off by the Board of Directors. The policies are not only conducive to an inclusive workplace but will also help to raise awareness of these important issues and ensure the business is equipped to support in these areas.





Community

The Community impact area of the B Impact Assessment evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from.

In this section, OryxAlign scored 13.5 points. The Community impact area was one of our lowest scoring sections, and we plan to make improvements in this impact area in FY26-27.

[Links to the GRI Standard 413 – Local Communities](#)



Charity

As part of our commitment to social responsibility, OryxAlign actively participated in a range of charitable initiatives throughout FY24-25 and FY25-26.



Bikeathon

In both FY24-25 and FY25-26, the Social and Well-Being Team organised company-wide 'Bikeathons'. The events, held across our London and Manchester offices, brought colleagues together for a spirited challenge. Participants took turns indoor cycling on static bikes throughout the working day, whilst the rest of our team cheered them on. Through the events, we raised over £900 for Wayfinder Woman and Young Minds, two fantastic charities selected by OryxAlign employees. The events were a huge success and thoroughly enjoyed by all who participated.

Snowdon Charity Climb

In collaboration with the Aspire Community, the Landsec unified team of service partners, six of our team members took on the Climb Snowdon 360 Challenge to raise funds for Caxton Youth Organisation. This demanding 48-kilometre trek included summiting and circumnavigating Wales' highest peak, Yr Wyddfa, testing both physical endurance and mental resilience. Starting before dawn and concluding the same evening, the challenge was undertaken in support of Caxton Youth Organisation, the only specialist youth club in Westminster for

young people with learning disabilities aged 11 to 25. Established in 1948, the charity provides a safe and inclusive environment where young people can build friendships, develop new skills, and foster independence. Our participation in this initiative reflects our dedication to making a meaningful impact within our community, supporting organisations that empower young people and promote inclusivity. The event raised a massive £6.2k for Caxton Youth.





Trailwalker Challenge

As part of our commitment to social impact and community engagement, in September 2025, our COO completed the Trailwalker challenge, an internationally recognised endurance event in which teams walk 100 kilometres within 30 hours to raise funds for charitable causes. The event supported the Gurkha Welfare Trust, which provides vital financial, medical and community assistance to Gurkha veterans, their families and widows. In support of the team's efforts, OryxAlign funded kit required for the challenge and a dedicated support vehicle to transport supplies and accompany the team throughout the event, helping ensure they were fully equipped and supported from start to finish. The team raised a total of £3,192.00 for the Gurkha Welfare Trust.





Food Bank

To support our local communities and in recognition of the challenges many face during the holiday season, in December 2024 the Sustainability and Social Impact Team organised a food donation drive for Bow Foodbank (London) and Manchester Central Foodbank (Manchester). With food bank usage on the rise, and Bow Foodbank serving an average of up to 500 guests per week and distributing 4–5 tonnes of food, we sought to provide meaningful assistance during a critical time of year. In the lead-up to Christmas, we encouraged our staff to donate essential grocery items, and as a company, OryxAlign supplemented these contributions with higher-cost personal care items to further support those in need. We were incredibly moved by the generosity of our team and proud to contribute to these two vital organisations. This initiative reflects our commitment to social responsibility and our dedication to supporting the well-being of our community, particularly during times of increased hardship.

Building on the success and impact of this initiative, OryxAlign ran a similar campaign in December 2025, with an expanded, collaborative approach. To ensure we had the greatest possible impact, we worked closely with the building management at our London office to coordinate a foodbank collection across the entire building, bringing together six neighbouring businesses. By working collectively, we were able to donate a substantial quantity of food to Bow Foodbank at a particularly challenging time of year. The foodbank expressed sincere gratitude for the scale of the donation and the support provided during the winter period. This initiative highlighted the power of collaboration in driving meaningful social impact and reinforced our belief that, by working together, organisations can achieve far more for the communities they serve.

Charity Football

In June 2025, in partnership with some of our clients and vendors, OryxAlign participated in two charity football tournaments. Through these events we helped to raise money for Action Through Enterprise and SpecialEffect.



Charity Donation Commitment

Through the completion of our B Impact Assessment, the Sustainability and Social Impact (SASI) Team identified an opportunity to strengthen OryxAlign's approach to charitable giving. While ad hoc donations had previously been made, the assessment highlighted the value of embedding charitable contributions more formally within the business. In response, the SASI Team proposed that OryxAlign commits to donating a fixed amount to charity each year, ensuring charitable giving is proactively planned, captured within the annual budget and subject to internal accountability. Following discussion and approval, the business has committed to donating 0.025% of its annual revenue each year to charitable causes. This commitment has been formally incorporated into our ESG Policy, which is endorsed and signed off by the Executive Board. We are looking forward to the positive impact our donations commitment will bring in FY26-27.

This structured approach to charitable giving represents an important step forward in strengthening our social impact. By embedding charitable contributions into our financial planning and governance processes, we ensure our support for communities is consistent, measurable and sustainable over the long term. This commitment reinforces our dedication to responsible business practices and reflects our belief that long-term success should go hand in hand with meaningful, positive contributions to society.





Volunteering

To give our employees the opportunity to use their skills and time to help others and support the communities in which we operate, we give all our employees one fully paid volunteering day per year.

In FY24-25, our employees volunteered 60 hours and in FY25-26 (April-January YTD) 48.75 hours of volunteering have been undertaken. As can be seen in our ESG objectives for FY26-27, we want to increase our volunteering hours. This is something the SASI Team will be looking to address through potential charity partnerships and group volunteering opportunities.

5 GENDER EQUALITY



Wayfinder Woman

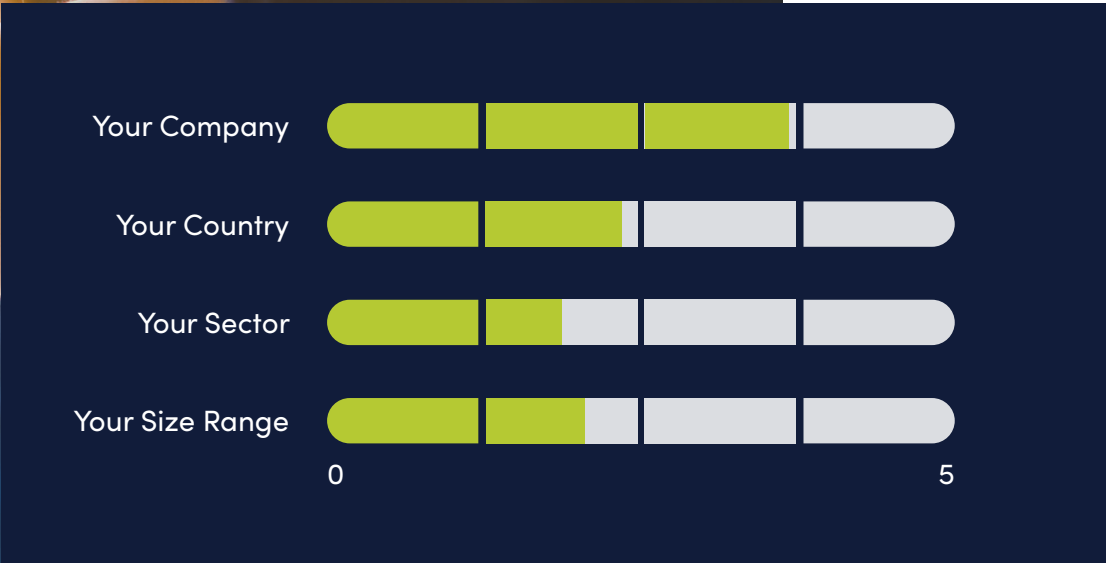
In April 2024, our CTO, Justin Rutherford volunteered as a guest speaker at Wayfinder Woman's Work and Well-Being Day. This annual event aims to give women facing challenges or lacking in confidence the opportunity to speak to local employers and gain advice on career options and routes into employment. The topic tackled by Justin was 'AI: Friend or Foe?', and through his presentation Justin explored what AI means for employers and employees, and for future jobs.



Supply Chain Management – Modern Slavery

In accordance with s.54 of the Modern Slavery Act 2015, OryxAlign is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain. To support this, all of our Procurement Team are required to undertake Modern Slavery Awareness Training through the Supply Chain Sustainability School, equipping them with the skills to identify potential cases of Modern Slavery within our supply chain.





Customers

The customers impact area evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels. This was a smaller impact area than the others, with OryxAlign scoring 3.6 out of 5. However, as can be seen above, we again exceeded the benchmarks for our business size, sector and geographic location.



ISO

OryxAlign has held ISO 9001 and ISO 27001 certifications for the past 9 years, demonstrating our unwavering commitment to the quality of the services we provide and our information security management. For the past two years, OryxAlign has received no non-conformities for both ISO 9001 and 27001.



ISO 9001 ensures we maintain a consistent, high-quality standard in the services we deliver, supporting continuous improvement and customer satisfaction.



ISO 27001 is critical for safeguarding our data, systems, and client information – ensuring we maintain trust, meet regulatory requirements, and minimise security risks.



Client Happiness

For OryxAlign, the provision of consistent, excellent service to our clients is paramount. Client Happiness is monitored closely through a number of channels and is reported on a monthly basis to the Senior Leadership Team.

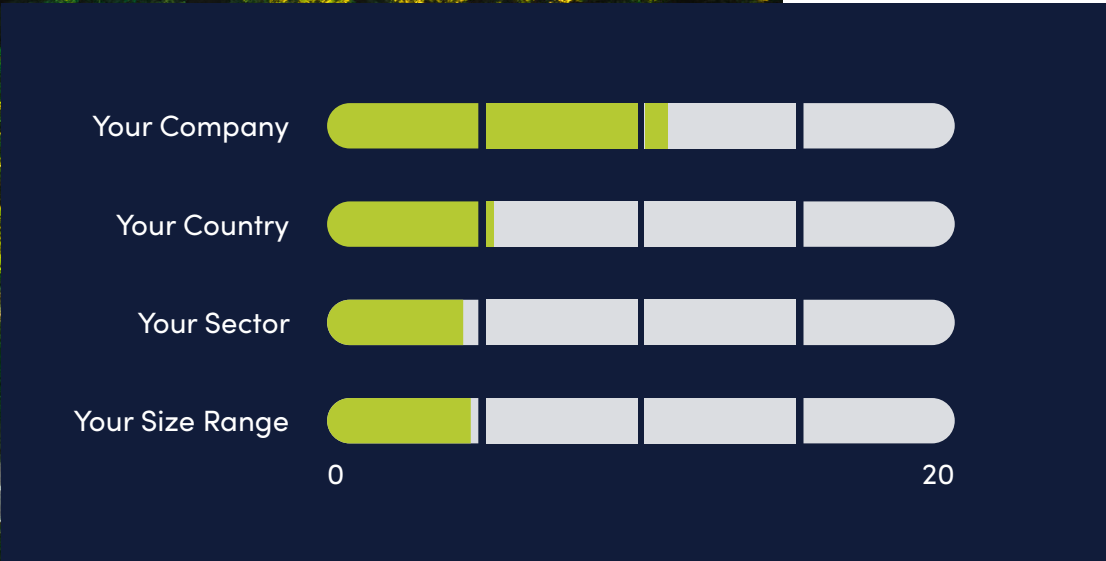
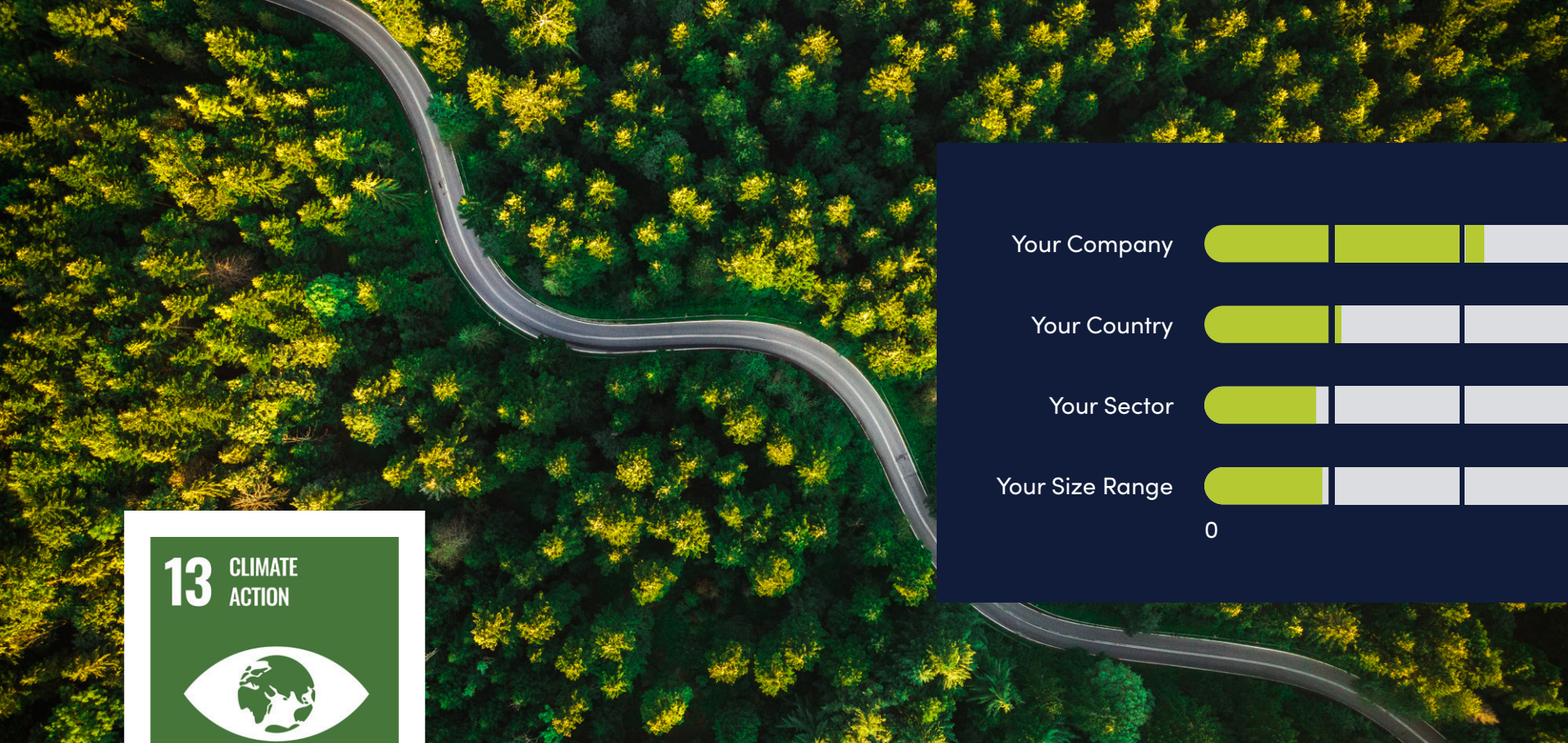
Below, you can see our client happiness scores for the past 12 months. These percentages are obtained through end-user feedback following the closure of a service request or incident ticket. The figures below indicate that we are consistently providing a positive client experience.

Client Happiness (%) in 2025											
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
91	98	96	92	91	95	93	96	92	94	91	93

Our Professional Services team also shares a post-project review survey with our clients. In this survey, clients are asked if they would recommend OryxAlign to a friend or colleague. We use the responses from this question to calculate an NPS Score. In January 2026, OryxAlign's NPS score was +61, which is considered 'excellent'.



93.5%
Average Score



Environment

The Environment impact area evaluates a company’s overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company’s operations and, when applicable its supply chain and distribution channels.

OryxAlign scored 10.8 points in the environment section, significantly exceeding relative benchmarks.





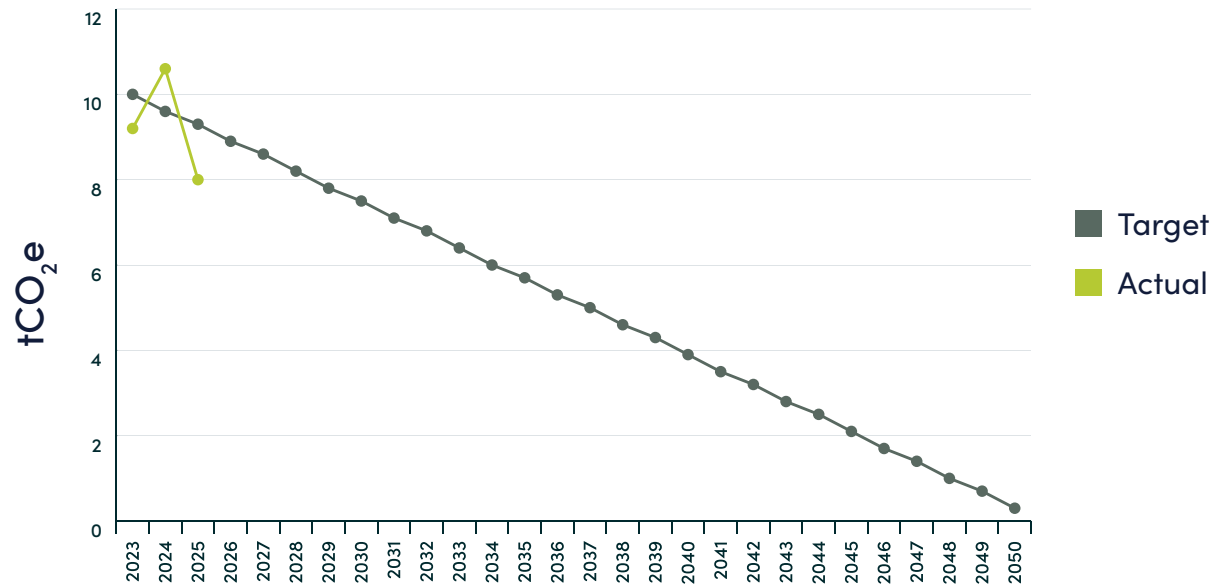
Emissions Figures FY24-25

OryxAlign published its FY24-25 Carbon Reduction Plan (CRP) in August 2025. The CRP includes OryxAlign’s emissions reporting, emission reduction targets, a summary of planned initiatives and details on carbon offset activity.

Emissions reporting across scopes 1, 2 and 3 for FY24-25 can be seen below:



OryxAlign Scope 1 and 2 Emissions Targets vs Actuals



As per the United Nations Paris agreement, OryxAlign is committed to achieving Net Zero by 2050. We will do this through a combination of targeted emissions reduction initiatives and the use of certified carbon offsets. Our actual emissions against our targets can be seen in the graph below.

[Links to the GRI Standard 305 – Emissions](#)



Carbon Offset and Removal

OryxAlign has partnered with Ecologi and is working towards becoming a 'Climate Positive Workforce'. Through Ecologi, OryxAlign plants trees to support reforestation and to offset carbon emissions. Employees at OryxAlign are fully engaged in the partnership with Ecologi, and employee anniversaries, 'Kudos' and positive customer feedback are all incentivised by planting trees.

Ecologi's Carbon Credits meet the 'Verified Carbon Standard' and are used to support carbon avoidance projects across the world.

Some of the carbon avoidance projects OryxAlign has supported are listed below:

- a) Fuel-efficient cookstoves in Uganda
- b) Avoiding methane emissions from landfill in Brazil
- c) Protection of the Matavén forest in eastern Colombia
- d) Solar power project in Morocco
- e) Turning local organic waste into electricity in India
- f) Peatland restoration and conservation in Indonesia
- g) Solar PV electricity generation in Indonesia
- h) Conserving rainforest in the Western Amazon

Carbon offsetting and carbon removal are both strategies used to address greenhouse gas emissions, but they differ in approach and impact. Carbon offsetting involves compensating for emissions by funding projects that prevent or reduce emissions elsewhere, such as renewable energy generation, energy efficiency initiatives, or avoided deforestation. In contrast, carbon removal focuses on physically extracting carbon dioxide from the atmosphere and storing it for the long term, through methods such as reforestation, soil carbon sequestration, or direct air capture and storage. While both play a role in achieving net zero, carbon removal directly reduces atmospheric carbon levels, whereas offsetting mitigates the impact of ongoing emissions by balancing them with equivalent reductions elsewhere.



In FY24-25, OryxAlign offset 48 tonnes of CO₂ through verified carbon avoidance projects. In addition to this, for the first time, OryxAlign also removed 12 tonnes of CO₂ from the atmosphere through verified Afforestation, Reforestation and Revegetation (ARR) projects. This removal exceeds OryxAlign's total recorded emissions across Scope 1 and 2 (7.6981 tCO₂e) for FY24-25, meaning that the emissions generated through the running of our offices for FY24-25 have been removed from the atmosphere.

Overall, the offset and removal of CO₂ emissions reduced our total FY24-25 emissions across all three Scopes from 131.376 tCO₂e to 71.376 tCO₂e.

45.7%
reduction in tCO₂e

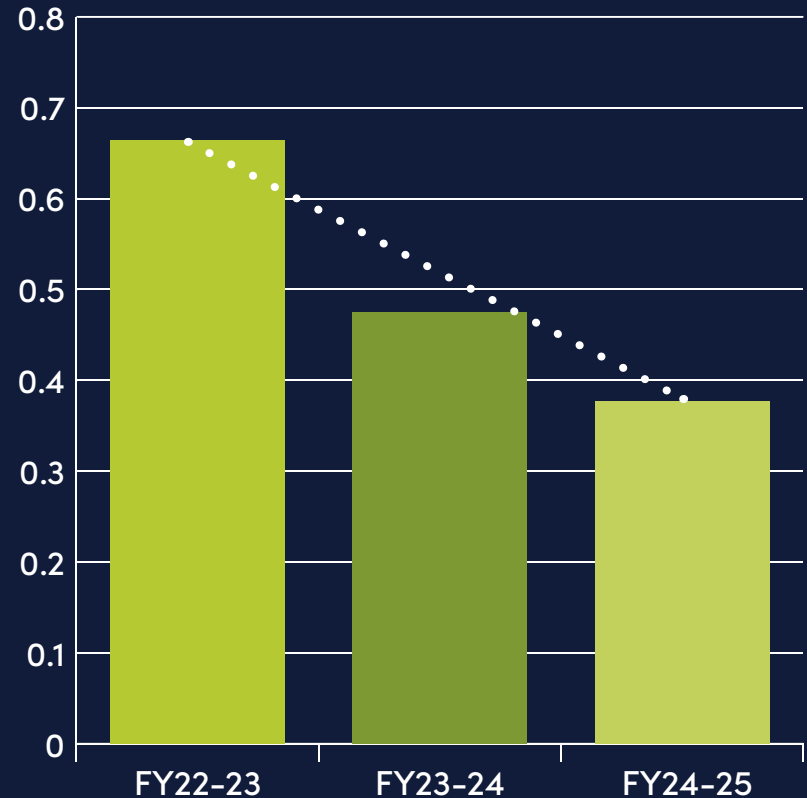


Carbon Intensity

Carbon intensity measures the amount of greenhouse gas emissions produced for each unit of business activity, such as tonnes of CO₂e per £ million revenue. This metric helps OryxAlign assess how efficiently we operate in relation to our emissions, track progress over time, and benchmark our performance against industry standards.

To calculate its carbon intensity, OryxAlign has used its Scope 1 and 2 emissions. As can be seen from the graph below, over the past three years, OryxAlign's carbon intensity has decreased. A lower carbon intensity means we are delivering more value with fewer emissions, even as the business grows.

Carbon Intensity (tCO₂e/£ million revenue)



FY22-23	FY23-24	FY24-25
0.664	0.475	0.377



Employee Training

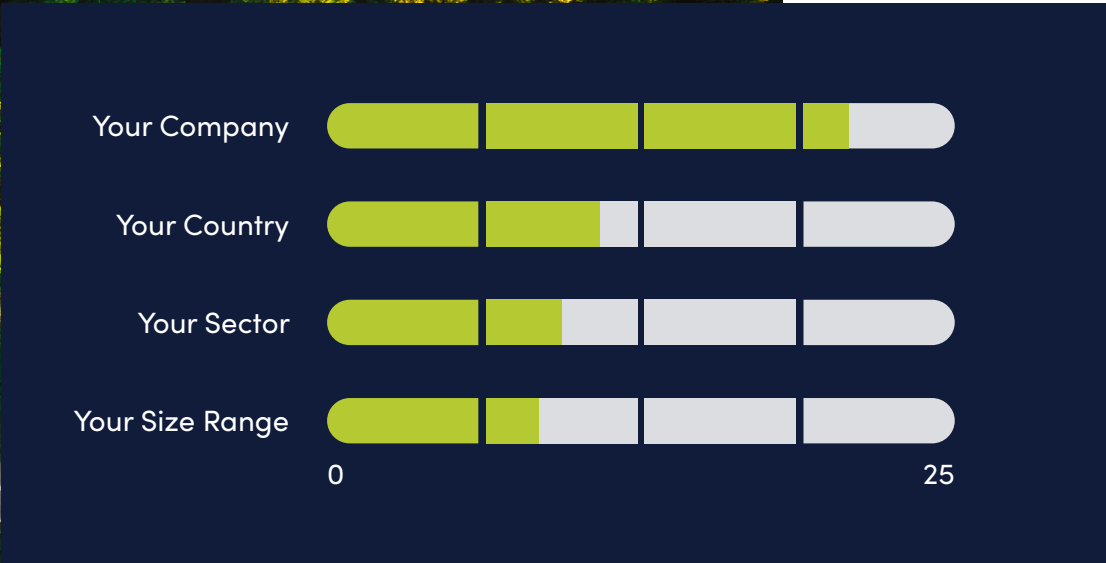
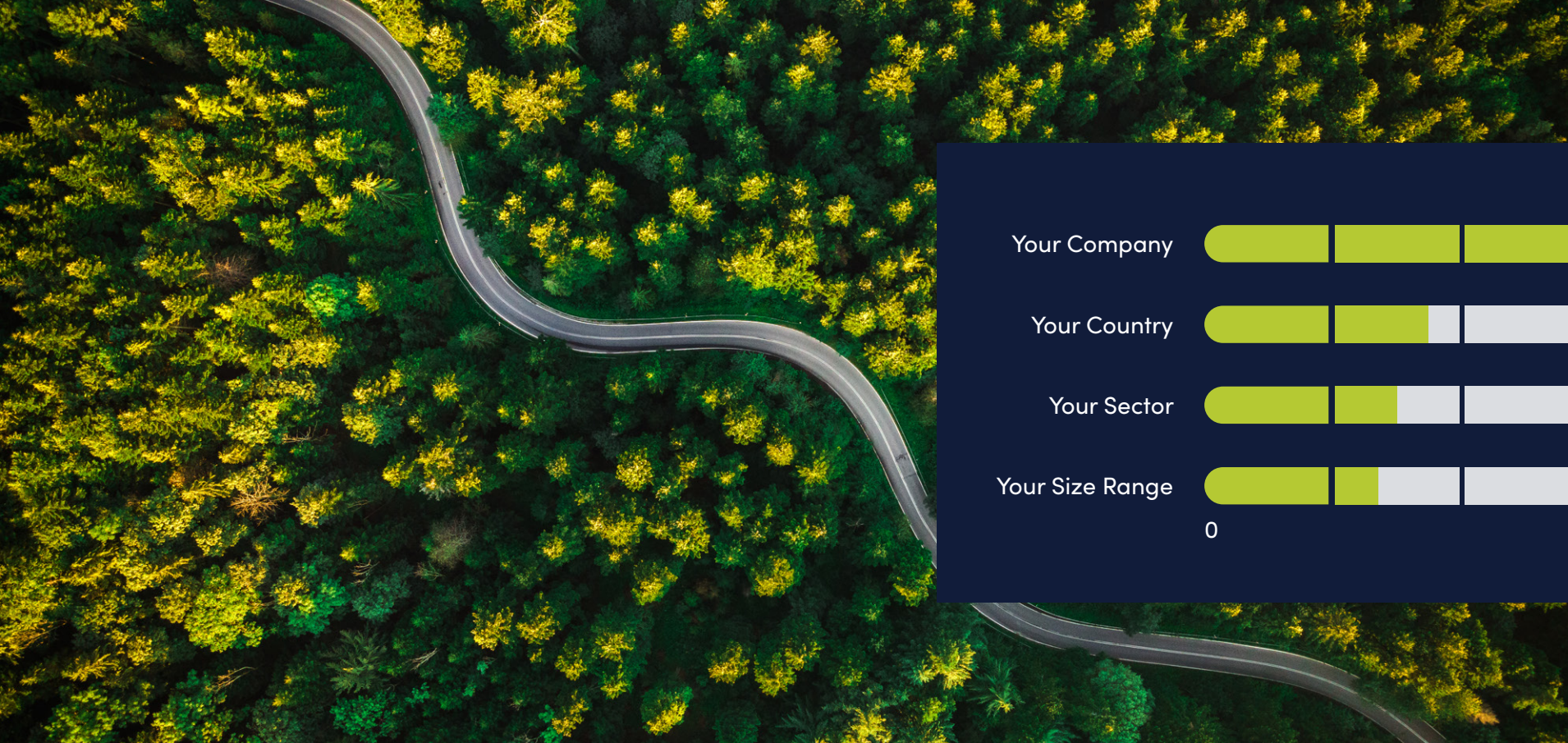
In FY25-26, OryxAlign introduced mandatory Environmental Awareness training for all employees.

The training covers:

- Environmental awareness
- Energy saving
- Energy saving at home
- Recycling
- Carbon reduction
- Emissions reporting
- Tree Planting and Carbon Offset

The training is completed by all new employees when they join OryxAlign, and by all employees on an annual basis.

The purpose of the training is to ensure all employees understand the importance of environmental sustainability to OryxAlign, the practices we currently have in place and how individuals can support OryxAlign's environmental objectives.



Governance

The Governance impact area evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency.

OryxAlign scored 20.4 in this impact area, making it OryxAlign's second highest scoring area after Workers. Again, OryxAlign exceeded the benchmarks in this area.



Articles of Association Change

To certify as a B Corporation, organisations are required to meet the B Corp legal requirement. In the UK, businesses are required to amend their Articles of Association to legally commit to considering all stakeholders (employees, community, environment) in decision making, not just shareholders.

In December 2024, the legal requirement was first communicated to OryxAlign's Board of Directors. The Board of Directors agreed to the addition of the B Corp wording into OryxAlign's Articles of Association on the 19th December 2024. Following this, a Special Resolution was passed by the OryxAlign Shareholders, confirming their agreement to the amendment of the Articles of Association.

OryxAlign's amended articles are now filed with Companies House, ensuring we continue to balance profit with positive societal and environmental impact.

Business Planning

Each year, OryxAlign produces a comprehensive business plan setting out the Board's intentions, strategic priorities and objectives for the year ahead. The FY25–26 business plan includes a specific objective focused on sustainability, alongside a detailed section outlining our ESG practices and planned initiatives. The inclusion of sustainability and ESG considerations within the core business planning process demonstrates the Board's clear commitment to responsible growth and long-term value creation. By embedding ESG objectives into strategic planning and decision-making, OryxAlign ensures that sustainability is not treated as a standalone initiative, but as an integral part of how the business operates and evolves. This approach strengthens governance, promotes accountability at senior leadership level, and supports the delivery of sustainable outcomes for our people, clients, communities, and wider stakeholders.





Transparency

Transparency is a core principle underpinning OryxAlign's approach to responsible business and effective governance. We seek to achieve transparency through clear, open, and accessible communication with our stakeholders. This ESG report is publicly available on our website, enabling external stakeholders to understand our commitments, performance, and progress across environmental, social, and governance priorities. In addition, our Carbon Reduction Plan is published internally and shared with relevant external stakeholders, ensuring accountability in how we measure, manage, and reduce our environmental impact.

We also strive to maintain transparency with our employees through regular communication, including monthly company update meetings. During these sessions, the CEO provides updates on key business developments and openly shares the financial performance of the organisation. This includes both overall financial results and a detailed breakdown by cost centre, demonstrating a high level of financial transparency. By fostering openness across all areas of the business, OryxAlign builds trust, encourages engagement, and reinforces a culture of accountability and shared ownership.

Partnerships



Landsec

Landsec Aspire.

OryxAlign forms part of the Landsec Aspire community, a cohesive team of service partners with aligned goals. Through Aspire, we have undertaken charity work and also received the Aspire award for ESG last year!



Secure Device Disposal.

OryxAlign partner with certified device disposal companies to ensure that old devices are disposed of correctly and recycled where possible.



Trust X Alliance.

OryxAlign is a Trust X Alliance member, meaning we work with hundreds of other like-minded businesses around the world sharing ideas and opportunities. Recently, we have participated in a number of sustainability sessions, where best practices and environmental initiatives are shared and developed.



B Corp

OryxAlign is proud to be a certified B Corp. Certified B Corporations™, or B Corps™, are companies verified as meeting standards for social and environmental performance, transparency, and accountability. The ‘B’ stands for “benefit”—for people and the planet, not just shareholders.



Ecologi.

OryxAlign plans to maintain its partnership with Ecologi to support reforestation and offset our carbon footprint.



GRI.

As can be seen in this report, we are reporting with reference to the GRI standards, the most widely used ESG reporting framework.



Supporting the Goals.

We have identified our priority Sustainable Development Goals and, where possible, linked all our internal ESG objectives to the SDG's.



Awards

Sustainability in Tech Awards 2025

In February 2025, Megan Stiles, Business Operations Manager at OryxAlign, was awarded the 'Rising Star' award at the Sustainability in Tech Awards. The judges were impressed by how Megan has significantly elevated OryxAlign's sustainability profile and continually achieves positive results through her efforts.

OryxAlign has also been selected as a finalist in the Social Impact and Unsung Hero categories for the 2026 Sustainability in Tech Awards, which are taking place in February 2026.





Ingram Micro ONE Innovation Summit Awards

In November 2025, at the Ingram Micro ONE event in Washington, OryxAlign was awarded the 2025 EMEA Sustainability Leader Award. This is a fantastic achievement which not only illustrates our commitment to sustainability, but also that our efforts are recognised in the industry.





Technology.
Powered by People.

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