



ESG ROADMAP 2026

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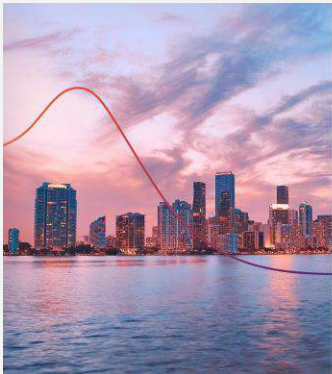
Sustainable Business Strategy



At Cloud we are committed to measuring and reducing our impact across environmental, social and governance metrics. We have assessed ourselves using a third party to identify our biggest impact areas and inform our strategic approach.

ENVIRONMENT

We focus on carbon emissions, our biggest environmental impact



WE'VE SET A
SCIENCE-BASED
TARGET SME pathway



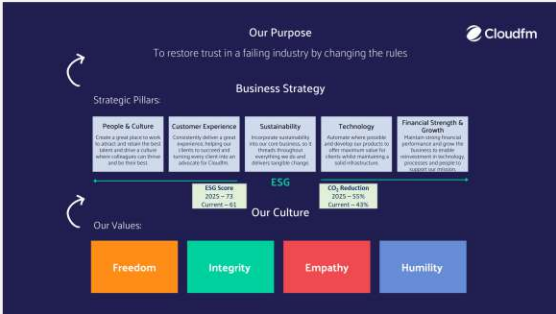
SOCIAL

We aim for an engaged workforce that feel part of a team, we listen to our people and adjust accordingly



GOVERNANCE

We incorporate sustainability into all our business decisions



ESG
Ambassadors



Kate



Jenn



Jamie



Gabriela



Nichola



Adam

ESG 2026 Roadmap

Our External ESG Commitments



Improving employee engagement, wellbeing and organisational culture.



Taking our commitment to health and safety we are an approved Safe Contractor.



We are committed to a science-based emissions target and to be net zero by 2035.



We have externally assessed ourselves using Ecovadis and have set a target to be Platinum by 2027.



We hold multiple ISO standards and are dedicated to continuous improvement.



Our Key ESG Improvement Targets for 2026

Targets	2025 Target	2026 Target	How will we achieve it?
90 % Scope 1, 2 and 3 carbon reduction by 2035 (2019 baseline)	55%	60%	- Scope 1 reductions through fleet management and transitioning to EV vans. - Scope 3 reductions as suppliers provide information of reduce mileage and switch to electric vehicles. - Baseline 2019: 5.908.518 2035 10% of the baseline: 590.852
ESG Score > 73 (Platinum) by 2027	Silver	Gold	Review Ecovadis feedback and strengthen gaps.
60% of suppliers reporting carbon data	0	10%	- Determine a method to easily collect supplier fuel and carbon data. - Update supplier requirements to ensure decarbonization plans.
Mean gender pay gap <20%	30%	20%	Review at department level how to encourage internal career progression from entry level roles.
eNPS	53	80	Use insights from investors in people survey and interviews to identify improvement areas.
Ave. Training Hours per Employee >20	7.01	20	Identify ways to capture current training to ensure accurate reporting in this area.
Employees trained in anti-corruption	100%	100%	Provide additional training modules for new and existing employees.
Business functions covered by anti-corruption risk assessment	100%	100%	Add anti-corruption to the risk register and review with each department.

Environment Initiatives

Cloud and Customers

- Develop Mindsett Net Zero Offering
- Automate Excel Based Carbon Reporting

Supply Chain

- Capture regular (monthly) carbon data from suppliers



Social Initiatives

Cloud and Customers

- Ecovadis Recommendations and Corrective Actions
- Volunteering Activities Calendar with Ambassadors Program
- CloudFest 2026

Supply Chain

- Promote and support New Programs with 10% of Supply Chain and use of Engineer App

Governance Initiatives

Cloud and Customers

- Ensure Governance and Quality Internal Audits
- Enhance OKRs per department – Teamflect
- Strengthen Business Reporting and Non-conformities Process

Supply Chain

- Promote Service Level Document (SLD) and code of conduct
- Decarbonisation Planning

Responsibility

As a thread throughout our business sustainability and ESG is the responsibility of everyone.



Roadmap 2026

Q1



- ☐ ESG Yearly Report 25
- ☐ Ecovadis Corrective actions
- ☐ Supplier Programms Review
- ☐ ESG Policies Update
- ☐ Volunteer day (Ambassadors)
- ☐ Risk and compliance assessment

Q2



- ☐ Ecovadis Submission
- ☐ Volunteer day
- ☐ Decarbonisation planning with Supplier Chain
- ☐ ESG Carbon Reporting
- ☐ Enhance core process documentation (IT Reporting)
- ☐ Quality & Environmental Internal Auditing

Q3



- ☐ Volunteer day
- ☐ Quality & Environmental Internal Auditing
- ☐ Collect carbon data

Q4



- ☐ Volunteer day
- ☐ Report end of the year performance
- ☐ Quality & Environmental Internal Auditing



Thank you.

