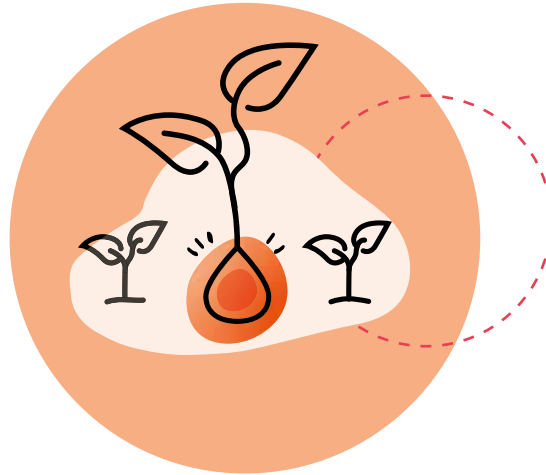


# ESG report

## Prosperity



# Prosperity

Delivering impactful work

Our people are delivering impactful digital transformation everyday, making a positive difference to how individuals and society experience the world.

We know that our biggest impact comes from the work that we do with our clients and in turn, generating economic growth which is providing sustainable livelihoods built on decent employment.

## EMPLOYEE INVESTMENT

# £30m+

Invested in employee compensation & benefits



## JOBS CREATED

# 63 jobs



## REVENUE FROM PUBLIC SERVICES

# 72%

Of our revenue is from public services



## BENEFITS

# 39%

Of our eligible workforce is enrolled in the in the share award plan



# ESG report

## Prosperity continued

### Employment & wealth generation

The business has continued to grow and we continue to provide more well paid, decent jobs for our communities. This is reflected in our compensation package and new benefits package that was announced this year, you can read more about this on page 46.

Our FTE workforce grew by 22% this year and we created 63 brand new jobs excluding acquisitions. Our median UK salary is 2.7x higher than the Real living wage at £26.69 per hour – slightly lower than last year due to the acquisition of businesses with existing apprenticeship programmes. Our CEO: Median wage ratio remains low at 4.9:1 and we invested over £32m in employee compensation and benefits.

#### Employee ownership

TPXimpact supports the principle of wider share ownership amongst our employee base to achieve shared prosperity and equitable growth. This year, to celebrate the businesses coming together as TPXimpact we will gift all employees with £500 worth of share options following the publication of the Annual Report. We have committed to giving all new employees, whether through recruitment or acquisition, an initial gift of £500 share options redeemable after three years.

All employees are also able to acquire tax efficient shares through our Share Incentive Plan (SIP). The SIP was designed to enable employees to contribute up to £1,800 per year through salary sacrifice to purchase shares in the business. To reward employees and provide additional benefit, TPXimpact matches the purchase to these shares on a 1 for 1 basis. As of 31 March 2022, we had 222 employees contributing to the scheme.

### Fair tax policy

This year we published our Fair Tax policy to articulate TPXimpact’s position. We believe that paying fair taxes should be a basic requirement for all businesses. A lack of honest and transparent behaviour would undermine all the work that the business does to contribute to a better society. Our approach is as follows;

TPXimpact will;

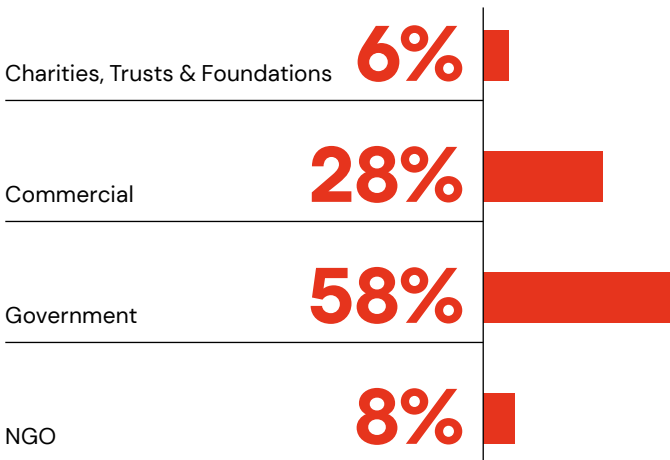
- behave responsibly and act in a way that protects the interests of all of our stakeholders (including our people, planet and communities) whilst, maintaining shareholder value
- ensure the correct amount of tax is paid
- comply with all applicable tax laws, rules and regulations, without exception
- never enter into artificial arrangements in order to avoid taxation or to defeat the stated purpose of the tax legislation, or undertake aggressive tax planning
- operate with transparency including accurate disclosures to revenue authorities and maintaining an open and cooperative relationship with revenue authorities
- operate a model that identifies tax risks as they arise and provides for escalation of tax risks to the Audit & Risk Committee and;
- maintain the integrity and reputation of TPXimpact at all times

## Client disclosure

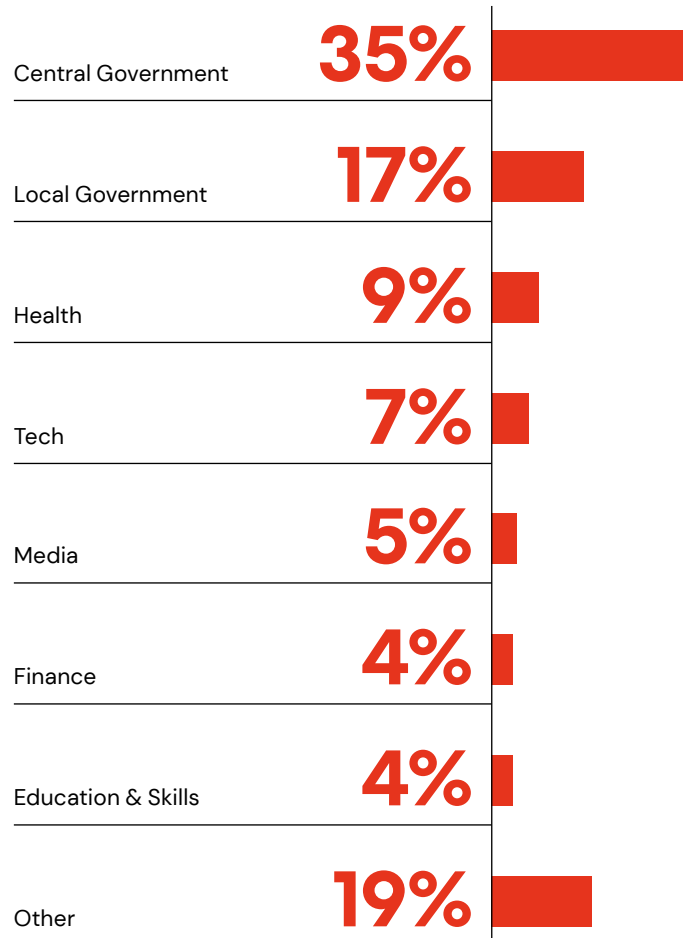
We're a purpose driven business and want to ensure the work that we do is helping us to contribute to both our commercial and impact ambitions.

We've introduced a framework for handling sectors which may be seen as controversial so that we can be confident the clients we work with are aligned with our values. To ensure that we are accountable and responsible for the work that we do, we publish any revenue from controversial sectors each year in our client disclosure report. We use the Creatives for Climate template which was originally published by Futerra to show a full picture of where our income comes from.

## Income by sector



## Income by Public subsector



## % revenue from potentially controversial sectors

*This list of potentially controversial sectors is taken from the International Finance Corporation and ethical investment criteria.*

0%

Arms

0%

Politics

0%

Tobacco

0%

Religion

0%

Gambling

0%

Pornography

0.3%

Alcohol

## % revenue from high carbon clients

*High carbon clients work in industries with high carbon emissions as identified by the International Energy Agency (IEA) and the Environmental Protection Agency (EPA).*

0%

Aviation

0%

Concrete & cement

1.8%

Coal, oil & natural gas

0.6%

Meat & Dairy

0%

Plastics

0%

Private Cars

1.2%

Timber, Pulp & Paper

0.3%

Trucking & Shipping

0%

Chemicals & petrochemicals

0.3%

Iron, Aluminium and Steel Manufacture

# Our top 10 clients by income

## 01

Building animal health, chemicals, pesticides and fish export replacement services for health, certification and **movement across UK borders**.

---

## 02

Designing, building and implementing a **householder appeals** service in partnership with a government department as well as releasing a beta applications service.

---

## 03

Setting up and co-managing a nearshore tech team to look after key parts of the **digital edition of a major British newspaper** and other media products.

---

## 04

Integrating, testing and delivering a **Sustainable Farming Incentive** public beta solution which passed GDS assessments. Performing a successful disaster/recovery test between data centres.

---

## 05

Prototyping, designing and implementing service delivery changes to a **benefits and housing needs** service for a local council, developing new modern tools to replace legacy systems.

---

## 06

Partnering with a central government department as their user-centred design & research capability partner. Working together to elevate the role of design and research across a range of internal and customer-facing **digital transformation projects**.

---

## 07

Supporting a local authority to enable the implementation of a **complex new ERP solution** (Unit4) as a shared deployment between two councils.

---

## 08

Building and co-managing a **technical capability team** for a major US client.

---

## 09

Working with a major gas network operator, delivering a transformation project which included an **IT operating model**, Azure cloud re-platforming, mobile field worker platform, and providing ongoing infrastructure and application support for critical services.

---

## 10

Partnering with multiple divisions within a world leading biotech business on **website builds, social media, campaign work, policy shaping exercises** and strategic insights.

---