

» reveal ESG Report 2025 & 2026 Objectives



Reveal Media ESG Report 2025 & 2026 Objectives

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Contents

1.	Introduction	4
2.	Company Overview	4
3.	Our Approach to Data Collection for Greenhouse Gas (GHG) Inventory	4
4.	Environmental Performance 2025	5
4.1	Greenhouse Gas Emissions 2025	5
4.2	Key Emissions Drivers	5
4.3	Green Energy Supply	5
4.4	Emissions Breakdown by Activity	6
4.5	A note on 2025 emissions	7
4.6	Carbon Offset	7
4.7	Packaging Creation	8
4.8	Waste Creation (From main contract manufacturer)	8
4.9	Waste Creation (WEEE)	9
4.10	Employee Environmental Engagement	10
4.11	Resource Management	10
5.	Social Responsibility	10
5.1	Equality, Diversity, and Inclusion	10
5.2	Workforce demographics	11
5.3	Employment Practices	11
5.4	Community Engagement	13
5.5	Charity	13
5.6	Customer Relations	13
6.	Governance	14
6.1	Leadership Structure	14
6.2	ESG Committee Structure	14
6.3	Supplier Governance Engagement	15
6.4	Applicable Major Laws and Regulations	16
6.5	Ethics & Compliance	16
7.	2025 / 2026 ESG Objectives	17
	Environmental Objectives	17
	Social Objectives	18
	Governance Objectives	19
8.	Stakeholder Engagement	20

Employees..... 20
Customers 20
Suppliers21
Community and Environmental Partners.....21
Appendices22

1. Introduction

This report covers Reveal Media Limited and its subsidiaries, namely:

- Reveal Media GmbH
- Reveal Media USA Inc.
- Reveal Media Hong Kong Limited

ESG is not separate from how we run the business. It shapes the decisions we make, the partners we choose, and how we measure success. This report sets out our performance in 2025 across environmental, social, and governance commitments, as well as what we are working toward in 2026.

2. Company Overview

Reveal Media Limited (Reveal) specialises in Body-Worn Camera systems that capture evidence from a first-person perspective. This equipment has a proven, significant impact on crime reduction, abuse against the wearer, and associated cost reductions.

Rooted in Europe, we've become a trusted ally for many police forces, local authorities, retailers, and private organisations. We help to pioneer and drive the application of body-worn video in settings and geographies where we can see exciting potential. With an influence spanning over 40 countries, our mission to make a positive impact continues to gain momentum.

3. Our Approach to Data Collection for Greenhouse Gas (GHG) Inventory

We want to gather and record our energy consumption and carbon emissions for all our geographical locations.

We gathered data for Scope 1 and 2 for each entity and collected limited data for Scope 3 upstream and downstream activities. We will look to expand our data collection and, in future years, collect and report data in accordance with the Greenhouse Gas Protocol.

- **Scope 1** – Direct – Company Facilities and Company Vehicles
- **Scope 2** – Indirect – Purchased Energy, purchased heating and cooling and purchased steam
- **Scope 3** – activities that were considered for our Carbon Footprint data set include:
 - Production of components specific to our products
 - Production of generic components used in our products
 - Transportation of components to the manufacturing facility
 - Transportation and logistics of products from the manufacturing facility to Reveal storage/distribution locations
 - Transportation and logistics of products to customers
 - Employee Commuting
 - Employees' travel whilst carrying out duties, including air and road mileage.
 - The output of measurements is outlined in Section 4, Environmental Performance

4. Environmental Performance 2025

4.1 Greenhouse Gas Emissions 2025

GHG Emissions Total	716.69 tCO ₂ e
Reporting Standard	Aligned with the GHG Protocol Corporate Standard
Scope Coverage	Scope 1, Scope 2 and selected Scope 3 categories

** Scope 3 categories can be found in Table 4.4*

4.2 Key Emissions Drivers

The company's emissions profile is dominated by Scope 3 supply chain activities, particularly international logistics associated with product manufacturing and distribution

Rank	Emissions Source	tCO ₂ e	% Share of total
#1	Downstream Transport and Distribution	422.59	59%
#2	Purchased Goods & Services	118.35	16.5%
#3	Business Travel (Inc. accommodation)	118.41	16%
#4	Homeworking	30.28	4.2%
#5	Azure Cloud	14.36	2%

These five sources represent approximately 98% of total emissions

4.3 Green Energy Supply

- **55,468 kWh** of electricity via a green energy supplier (87% of total electricity consumption)
- **7,073 kWh** of gas via a green energy supplier (31% of total gas consumption)

Green supply currently covers all UK operations. EU and US sites use grid-mix electricity, and US operations use standard natural gas.

4.4 Emissions Breakdown by Activity

Scope	Activity	% of emissions (2025)	tCO2e Emissions (2025)
1	Fuel	0.41%	2.92
2	Electricity	0.43%	3.05
3	Purchased Goods and Services	16.51%	118.35
3	Fuel & Energy-related activities	0.46%	3.32
3	Upstream Transport and Distribution	0.02%	0.14
3	Downstream Transport and Distribution	58.96%	422.59
3	Waste (From SKL MNF)	0.00%	0.00
3	Waste (WEEE Collections)	0.00%	0.01
3	Business Travel	16.19%	116.03
3	Hotel	0.33%	2.38
3	Commuting	0.42%	3.03
3	Homeworking	4.23%	30.28
3	Azure Cloud	2.00%	14.36
3	Microsoft Office 365	0.03%	0.24
	Total	100%	716.69

Key Takeaways

- Scope 3 emissions account for over 99% of total emissions.
- Global logistics represents the largest environmental impact, accounting for 59% of total emissions.
- Operational emissions (Scope 1 and 2) remain minimal, supported by renewable electricity and limited fuel consumption.
- Future reduction strategies will focus on supply chain engagement, logistics optimisation, and travel management.

Reporting Methodology

Emissions were calculated using recognised international methodologies, including:

- GHG Protocol Corporate Standard
- UK Government BEIS 2025 Conversion Factors
- IEA electricity emission factors
- Logistics emissions data provided by freight partners Microsoft Sustainability Dashboard data for cloud infrastructure

**2023 data collection aimed to reduce the estimations, and raw data was sought from logistics providers to enable a more comprehensive set of numbers. Some estimates still exist for collecting employee commuting data. Additional data collection sets were included for activities deemed material, for example, homeworking and Azure Cloud storage emissions*

**2024 data collection methodology was continued from the 2023 data collection with the same data sets*

**2025 data collection methodology was continued from 2024 data collection with the same data sets to allow year-on-year comparison*

References for Energy consumption and carbon footprint calculations:

- CO2e Emissions job detail provided by Logistics Partner for freight
- CO2e Emissions data provided by Corporate Travel Partner
- **IEA:** International Energy Agency - Emissions Factors 2022 - Annual GHG emission factors for World countries from electricity and heat generation
- **BEIS 2025:** UK Government Department for Business, Energy, and Industrial Strategy - GHG Conversion Factors for Company Reporting - Greenhouse gas reporting: conversion factors 2025

4.5 A note on 2025 emissions

Total emissions increased to 716.69 tCO₂e in 2025, up from 551.38 tCO₂e in 2024. This reflects real growth in our business: camera production increased by approximately 81% year-on-year, driving a corresponding increase in air freight volume. Our carbon intensity improved by 10% year-on-year, demonstrating that we are decoupling emissions growth from revenue growth.

Operational emissions (Scopes 1 and 2) remain minimal, at under 1% of total combined emissions, supported by renewable electricity and gas supply across UK operations. EU and US sites currently use grid-mix electricity, and US operations use standard natural gas; transitioning these to renewable supply where available is an ongoing focus.

While Scope 2 emissions have decreased by approximately 70% relative to the 2023 baseline, Scope 1 emissions have increased from 1.82 to 2.92 tCO₂e over the same period, driven by higher natural gas consumption at our US site. This remains a small absolute figure, but reversing the trend is a priority. We are exploring options to transition US gas supply to a renewable provider, where logistically and commercially viable, while continuing to monitor consumption and identify opportunities to reduce it.

Full year-on-year carbon data from 2023–2025 is included in Appendix B.

4.6 Carbon Offset

In 2026, we offset 100% of our residual 2025 emissions (716.49 tCO₂e) through high-quality Gold Standard verified carbon credits via Carbon Neutral Britain.

We are committed to achieving net-zero greenhouse gas emissions by 2050, with an interim target of reducing our emissions by 50% by 2030. To get there, we will drive absolute reductions in our Scope 1 and 2 emissions — those we directly control — while pursuing intensity-based reduction targets for our Scope 3 emissions across our value chain. Any residual emissions that remain after our reduction measures have taken full effect will be addressed through high-quality carbon offsetting, ensuring we meet our net zero commitment in full.

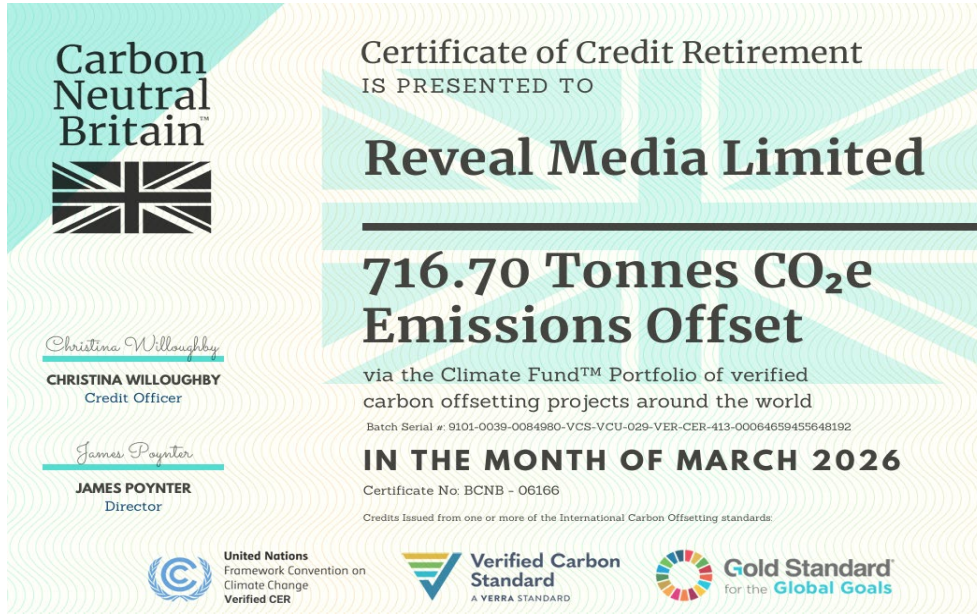


Figure 1. Carbon Neutral Britain Certificate of Credit Retirement for 716.69 tCO₂e, March 2026.

4.7 Packaging Creation

Packaging created (KGs)	% of packaging that is recyclable	% of packaging that is made from recycled material	Reporting Period
6,800	75%	0%	2022
4,200	75%	0%	2023
4,200	75%	0%	2024
8,310	71.2%*average	17%*average	2025

*Weighted average across all packaging types produced in 2025.

We will continue to assess opportunities to increase recyclable and recycled content in our packaging.

4.8 Waste Creation (From main contract manufacturer)

	Total weight (KGs)	Reporting period
Non-Hazardous Waste	3,940	2022
Hazardous Waste (Lithium Batteries/Paints)	120	2022
	Total weight (KGs)	Reporting period

Non-hazardous Waste	3,900	2023
Hazardous Waste (Lithium Batteries/Paints)	130	2023
	Total weight (KGs)	Reporting period
Non-hazardous Waste	6,690	2024
Hazardous Waste (Lithium Batteries/Paints)	130	2024
	Total weight (KGs)	Reporting period
Non-hazardous Waste	1508	2025
Hazardous Waste (Lithium Batteries/Paints)	19	2025

4.9 Waste Creation (WEEE)

Reveal complies with its Producer Responsibility Obligations under the Waste Electrical and Electronic Equipment (WEEE) Regulations 2013 through the registered Compliance Scheme, Valpak (<https://www.valpak.com/>), Approval no. WEE/UP3838PL/SCH, in 2016. Reveal's Producer Number is WEE/AG5111VT.

	Total weight (KGs)	Reporting period
Non-Hazardous Waste	278	2023
Hazardous Waste (Lithium Batteries/Paints)	100	2023
	Total weight (KGs)	Reporting period
Non-Hazardous Waste	890*	2024
Hazardous Waste (Lithium Batteries/Paints)	774*	2024
	Total weight (KGs)	Reporting period
Non-Hazardous Waste	800	2025
Hazardous Waste (Lithium Batteries/Paints)	700	2025

4.10 Employee Environmental Engagement

Energy efficiency training was assigned to all employees in 2025 to actively implement the recommended changes to our operations. We recognise that the most impactful way to make a difference is to promote understanding of why this is important and to lead by example by making positive adjustments to our impact on the world.

4.11 Resource Management

- › We undertake value chain risk assessments to identify key vulnerabilities based on supplier and customer needs.
- › We have systems in place to provide real-time tracking and traceability for suppliers and the movement of goods and services.
- › We have robust incident response management systems in place and solid internal governance frameworks to address ESG issues across the value chain.

5. Social Responsibility

5.1 Equality, Diversity, and Inclusion

- › **Equality** is about ensuring everyone has the same opportunities to fulfil their potential, free from discrimination. It is about being equal in status, rights, and opportunities.
- › **Diversity** is about celebrating individual differences – not just acknowledging and tolerating them. It embodies all differences – life experiences, work experiences, perspectives, cultures, religions, ethnicities, genders, ages, thinking styles, sexual orientations, socioeconomic status, and other aspects of life that make us unique as individuals.
- › **Inclusion** is about ensuring that everyone feels they belong without having to conform and that their contribution is valued.

We will seek to promote equality, diversity, and inclusion and endeavour to ensure that all our colleagues are valued, treated with dignity and respect, and have a meaningful voice on matters that affect them.

We value difference and the benefits that a diverse and inclusive workforce can bring, such as broader perspectives, creative approaches, and increased employee motivation, engagement, and well-being.

We believe that diversity is ethically right, strategically important, and compatible with maximising company performance. We have decided to adopt a formal policy to help us continually build equality, diversity, and inclusion into our everyday activities. Diversity and inclusion should not be separate add-ons but form an integral part of how we work together.

% of employees trained in Equality, Diversity, and Inclusion	Reporting Period
0%	2022
100%	2023
100%	2024
100%	2025

5.2 Workforce demographics

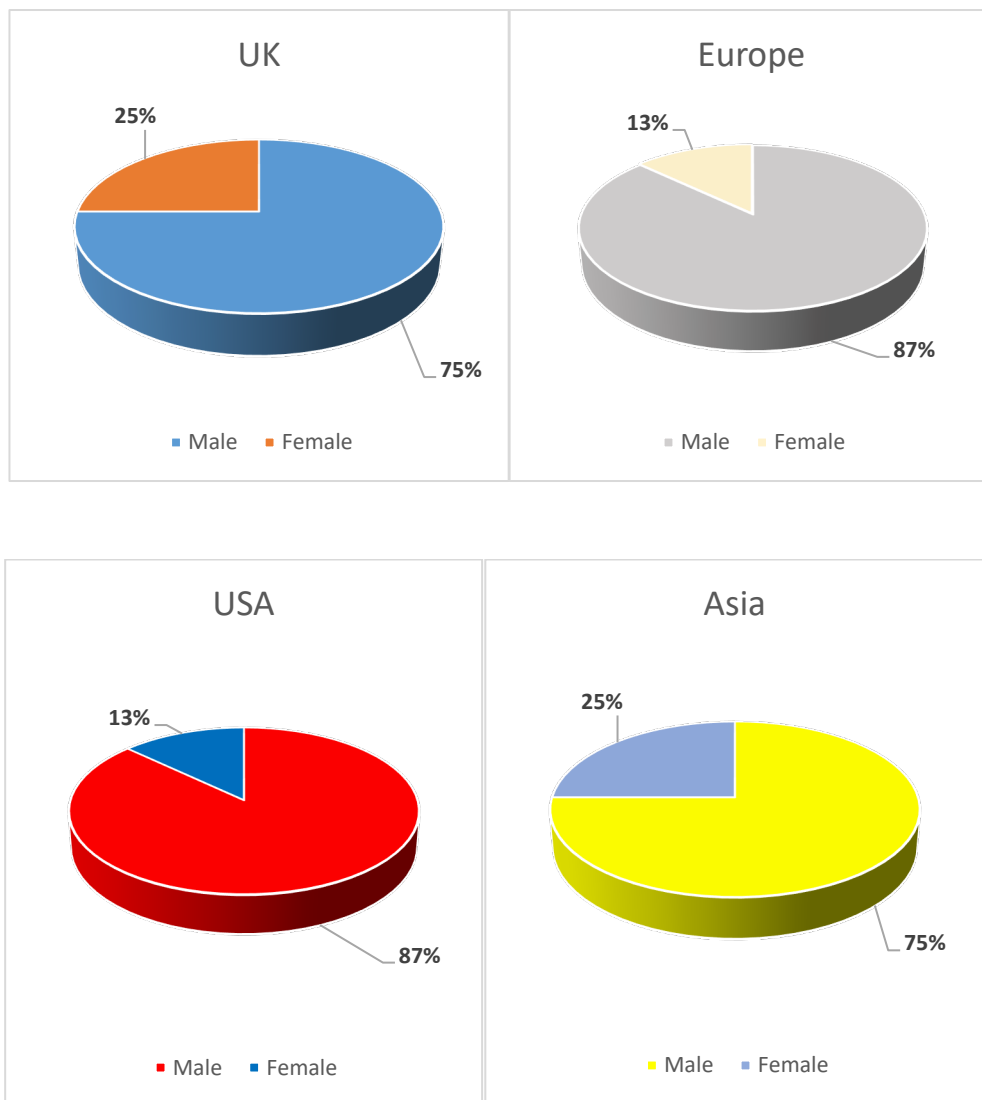


Figure 2. Gender split across Reveal's four operating regions, 2025.

5.3 Employment Practices

We have the following employee initiatives:

- Employee welfare (Employee Assistance Program)
- Fair labour practices (we are an Accredited Real Living Wage employer)
- Better Working Policy - Our Better Working Policy explains and supports our approach to a range of flexible working arrangements. We know that flexible working can bring benefits for employees, including their work-life balance and health and wellbeing, and we also believe that flexible working enables the Company to maximise both individual and business performance. As a result, we treat flexibility as the norm rather than the exception and encourage line managers to work with their teams to find the best form of flexible working to suit the business and the individual. Furthermore, significantly reducing office commutes has a knock-on effect on our carbon footprint.

- › Private Medical Insurance
- › *Time For You*—We offer employees the opportunity to finish work early on Fridays, wherever business needs allow.
- › Holiday purchase scheme
- › Development & Training - We believe that engaged, skilled and experienced employees are vital to our success, and we are therefore committed to supporting their personal and career development and to recruiting from within, wherever possible.
- › We work closely with employees to capture individual learning and development needs and identify solutions which will support, develop, and enhance their performance and fulfil their potential.
- › Apprentice Scheme - We are keen to provide opportunities for people at all stages of their career and support their development in a way that is effective for both the individual and the business.
- › Apprenticeships enable us to do this, and where there is a suitable business need, we recruit apprentices at all levels. This may include school leavers, university graduates, or people who simply want to further their careers or change direction.
- › We work closely with the apprentice and the training provider and always aim to offer the apprentice a permanent role at the end of their apprenticeship.

(a) **Health and Well-being**

# of Mental Health First Aiders	Reporting Period
0	2022
4	2023
3	2024
3	2025

(b) **Employee Retention Rate**

Retention %	Reporting Period
67.4%	2022
82%	2023
78%	2024
79%	2025

5.4 Community Engagement

Reveal is collaborating with *Sumthing*, whose mission is to make donating to nature accessible, engaging, and meaningful.

<https://www.Sumthing.org/supporters/566>

We are continuing to remove plastics from coastal areas based on the production of our own products each year

Using our Carbon Tax fund, we also donated to other projects via *Sumthing*.

5.5 Charity

We will contribute to charities we are passionate about. We engaged with our staff to understand which charities they were passionate about and wanted the company to support.

Each year, we will allocate a percentage of Profit Before Tax to our chosen charities; in 2025, this was 1%

The employees chose to contribute to a local charity close to our UK HQ. **The River Thames Boat Project.** <https://thamesboatproject.org/>

We also decided to make contributions to the following charities that are closely aligned with our business objectives

Retail Trust (UK)

Retail Trust shares our goal of reducing workplace aggression and violence.

Their work supports the well-being, safety and resilience of retail workers across the UK. Our donation will help train more than 2,500 frontline colleagues with practical skills and tools to manage challenging situations in stores

Police Care UK

Practical, emotional & financial support for serving and former officers harmed in the line of duty.

Donations help to ensure that serving and veteran police, staff, their families, and volunteers get the help and support they need. Donations will help assist those individuals by providing support through our services, which will:

- Provide clinical therapy with trauma specialists.
- Provide support for anxiety, PTSD, and burnout.
- Provide financial assistance to those financially struggling and education bursaries for children of injured/bereaved officers.

5.6 Customer Relations

For details of our customer engagement approach, survey methodology, and 2025 results, see Section 8.

6. Governance

6.1 Leadership Structure

- › Alasdair Field – Owner / Director / Chief Executive Officer
- › Lawrence Corbett / Chief Operations Officer
- › Tony Miles – Company Secretary / VP Finance
- › Jack Ashton – Chief Revenue Officer

6.2 ESG Committee Structure

- › Rob Guest – ESG Chair

Our ESG committee is directly beneath our Executive Leadership Team in seniority, and the COO is a member of the committee, as are senior leaders from relevant departments in the business, such as HR and legal. Its purpose is to gather and review data from across the business, then filter and summarise it for the Executive Team to inform critical business decisions. The committee is responsible for maintaining the ESG policy and producing all information regarding ESG disclosures.

The aim of the committee is to establish a unified view of ESG and increase understanding of all three aspects: Environmental, Social, and Governance.

The key objectives of the committee are to:

- › Emphasise the importance of environmental measures, sustainability goals and performance at all levels of the business.
- › Implement the ESG Policy.
- › Measure the company's performance against the ESG goals
- › Report progress against the company's ESG goals to the Board on a regular basis.
- › Provide best practices for the structure, policies, and regulations that impact the business.
- › Increase understanding and awareness of corporate governance.
- › Implement and promote common and workable standards of corporate governance for the business.
- › Identify and manage relevant risks, Anti-Corruption and Bribery

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships wherever we operate, and to implementing and enforcing effective systems to counter bribery and corruption. Every employee and individual acting on behalf of Reveal is responsible for maintaining our reputation and for conducting company business honestly and professionally. We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by UK laws, including the Bribery Act 2010, regarding our conduct both in the UK and overseas.

% of employees Read and Understood Anti-Bribery and Corruption Policy	Reporting Period
100%	2022
100%	2023
100%	2024

100%

2025

6.3 Supplier Governance Engagement

Critical Direct Supplier = Critical Direct Suppliers (CDS) are our most critical suppliers because they supply parts, such as camera bodies, that, if they fail, would directly impact our clients.

% of CDS audited in relation to Anti-Bribery and Corruption effectiveness	Reporting Period
16.7%	2022
33.3%	2023
33.3%	2024
33.3%	2025
% of CDS that have undergone a Supplier Quality Review	Reporting Period
Data not available	2022
83.3%	2023
100%	2024
100%	2025
% of CDS that have undergone a Supplier Sustainability Assessment	Reporting Period
Data not available	2022
83.3%	2023
100%	2024
100%	2025
% of CDS that have received the Reveal Supplier Code of Conduct	Reporting Period
Data not available	2022
83.3%	2023
100%	2024
100%	2025

6.4 Applicable Major Laws and Regulations

Section	Major Laws and Regulations
Employment	Employment Rights Act 1996 Human Rights Act 1998
Health & Safety	Health and Safety at Work Act 1974 (UK) The Management of Health and Safety at Work Regulations 1999 EU-OSHA Regulations (EU) Occupational Safety and Health Act 1970 (USA) Occupational Safety and Health Ordinance, Chapter 509 (HK) Occupational Disease Prevention Law and the Safe Production Law (CN)
Employment Standards	Equality Act 2010 Modern Slavery Act 2015
Product Responsibility (Compliance)	UKCA & CE Marking regulations Low Voltage Directive The Waste Electrical and Electronic Equipment (WEEE) Regulations 2013
Anti-Corruption	Bribery Act 2010

6.5 Ethics & Compliance




Appendix of company policies, codes of conduct, and compliance programs, a list of policies that show adherence to the applicable major laws and regulations

Section	Internal Policy / Actions
Employment	Staff Handbook Better Working Policy
Health & Safety	Health & Safety Policy Health & Safety Handbook Accident & Near Miss Reporting Procedures Health & Safety Training (Office safety, manual handling)
Employment Standards	Staff Handbook

	Equality, Diversity, and Inclusion Policy
Product Responsibility (Compliance)	Risk Assessment Group overview document
Anti-Corruption	Anti-Bribery and Corruption Policy Staff Handbook
AI Ethics	Business Ethics Policy

7. 2025 / 2026 ESG Objectives

KEY:  - Completed  - Partially Complete  - Not Complete

Environmental Objectives		
2025	2025 Status	2026
		Following a 70% reduction in Scope 2 emissions relative to the 2023 baseline, Reveal Media has made significant progress. The 2026 focus is to maintain current performance and continue identifying reduction opportunities, including in our USA operations
<i>Offset 100% of carbon emissions generated in 2024 by May, with verified carbon credits via Carbon Neutral Britain</i>		Offset 100% of carbon emissions generated in 2025 by May, with verified carbon credits via Carbon Neutral Britain.
<i>Balance 100% of Reveal's plastic production by contributing to <i>Something</i>, upcycling an equivalent weight of collected plastics by year end</i>		Continue to balance 100% of Reveal's plastic production by contributing to <i>Something</i> , upcycling an equivalent weight of collected plastics by year-end. We will also replace financial incentives in our research and customer satisfaction surveys with environmental incentives, such as funding plastic removal in exchange for participation
<i>Ensure all new products released in 2025 are developed with a strong focus on environmental impact, adhering to the principles of reduce, reuse, and recycle</i>		Ensure all new products released in 2026 are developed with a strong focus on environmental impact, adhering to the principles of reduce, reuse, and recycle
<i>Reduce the weight of all new products by 10% compared to the products they replace by</i>		Reduce the weight and volume of each packaged unit for 2026 camera releases by 10% compared to

<i>December 2025, to minimise the environmental impact of logistics</i>		the products they replace, to minimise the environmental impact of logistics.
		We anticipate that 2026 may represent the practical limit of weight reduction without compromising product performance, and future targets will focus on alternative areas of logistics efficiency
<i>Provide employees with energy-saving tips of the month/ESG tip of the month</i>	✓	Embed ESG accountability into departmental leadership. Managers will be responsible for progressing ESG objectives relevant to their function, with delivery against these objectives reviewed regularly in line with company practices.

** Decision was made to apply an internal Carbon Tax to initiate a fund which was then used for the donations to *Sumthing*

Social Objectives		
2025	2025 Status	2026
		Increase the customer survey response rate from 8.7% to 15% in the 2026 customer survey to improve the representativeness of feedback and newly introduce ESG-based incentives for participation.
<i>Implement a solar and battery solution to the Land for Women's project in Rwanda by the close of July 2025</i>	✓	Participate in a Rwanda <i>Land for Women</i> sponsorship visit to promote further investment in our Solar Solution template and to highlight sponsorship opportunities in collaboration with <i>The Core/Land for Women</i> . Contribute to the sponsorship of providing green energy to a second farm.
<i>Increase employee engagement score from 72%</i>	✓	Increase the employee engagement score from 75% to 78%, with an 80% participation rate. Increase employee satisfaction score from 81.8% to 84%, and increase ENPS from +60.6 to +62. Improve recognition and Career Path scores to 60%+
<i>Donate between 0.5 - 2% of annual profits to selected charities</i>	✓	Donate between 0.5 - 2% of annual profits to selected charities
		Roll out community activities, supported by mental health first aiders, to promote mental health and connection across our global workforce, above and beyond business activities, thereby promoting staff engagement and relationship-building across departments and regions.

Support apprentice opportunities within the business in line with business needs, with a view to retaining within the business where appropriate



Support apprentice opportunities within the business in line with business needs, with a view to retaining apprentices where appropriate.

Support work experience opportunities where appropriate



Support work experience opportunities where appropriate.

Governance Objectives

2025	2025 Status	2026
<i>Update and publish ESG Report 2024</i>		Update and publish ESG Report 2025
<i>Ensure ISO9001, ISO14001, and ISO27001 certifications are retained annually and expand the scope to include U.S. by July 2025</i>		Ensure ISO 9001, ISO 14001, and ISO 27001 certifications are retained, with reassessment due in September 2026. Complete a review for other relevant accreditations.
<i>Achieve a Bronze or higher rating in the EcoVadis assessment under a new category fables by June 2025</i>		Achieve a Silver or higher in the EcoVadis assessment.
<i>Conduct annual reviews of ESG, Code of Ethics, and Anti-Bribery and Corruption policies by October 2025 and implement any required changes by December 2025</i>		Review 100% of CDS for Anti-Bribery and Corruption, quality, and sustainability, and renew code of conduct signatures. Conduct on-site visits for all key CDS.
<i>Conduct an annual review of the ESG Committee membership</i>		Conduct an annual review of the ESG Committee membership and effectiveness.
<i>Deliver ESG objective updates to employees in Q1, Q2, Q3, and Q4 of 2025</i>		Deliver ESG objective updates to employees in Q1, Q2, Q3, and Q4 of 2026
<i>Retain 'Cyber Essentials' and 'Cyber Essentials +' for the UK (April), Germany (December) and the US (October). Deliver two</i>		Retain Cyber Essentials and Cyber Essentials Plus certifications

phishing exercises to all staff by the end of the year, achieving a 96% pass rate

annually, with renewal audits completed by December 2026

Conduct a comprehensive review of B Corp Certification to assess its relevance, value, and alignment with our business objectives. This will include evaluating the effort required for accreditation, how it compares to our existing EcoVadis assessment, and whether B Corp would serve as a complementary or alternative framework. A decision will be made by the end of 2025 regarding whether to pursue B Corp Certification in 2026.



B Corp review concluded certification would not add value above our current ESG management systems.

8. Stakeholder Engagement

We recognise that effective stakeholder engagement is foundational to a credible ESG programme. Our key stakeholder groups, the ways we engage them, and the sustainability topics they raise are summarised below. In 2026, we will develop a formal stakeholder materiality matrix to further structure this process.

Employees

Our primary internal engagement channel is a monthly global all-staff meeting in which our CEO addresses the entire business. Each session includes a company performance update from our VP Finance, an HR update celebrating new starters and people milestones, and an open forum where any employee can ask questions or share news from their respective areas. Attendance consistently exceeds 80%. Sessions are recorded and summarised for colleagues in different time zones.

Our UK office remains open as a collaborative workspace, welcoming employees who choose to come in and occasionally hosting external visitors, including customers. Most employees work on a hybrid basis under our Better Working Policy, which treats flexibility as the norm rather than the exception.

In 2025, we also launched a global Teams channel for internal news and good news sharing and rolled out corporate licences for generative AI tools across the business to support productivity and innovation.

Our annual employee engagement survey achieved a 79% response rate in 2025, with an engagement score of 75%, up from 72% in 2024. 81.8% of employees reported feeling satisfied or very satisfied, and 83.3% feel personally driven to help the company succeed. Key themes emerging from the survey included career path clarity, recognition, and training, all of which will remain priorities in 2026. These findings directly inform our people-related ESG priorities.

Customers

We engage customers through multiple structured channels. Our service delivery team conducts regular service review calls with UK police forces, major retail partners, and reseller partners. Annual customer satisfaction surveys gather structured feedback on product performance, software adoption, support services, and overall experience, which the business reviews and uses to shape ongoing improvements.

In 2025, our annual customer survey received 87 responses (8.7% response rate). The survey uses Net Promoter Score (NPS) methodology, which measures the proportion of customers likely to recommend Reveal on a -100 to +100 scale. Our 2025 results were body-worn cameras 38, DEMS 360 platform 22, and customer service 28. Increasing survey participation in 2026 is a stated objective so that feedback is more representative of our customer base.

In 2025, we launched a dedicated Customer Service initiative, bringing key managers together monthly to progress improvements across the business. Customers can also submit feature requests directly to our product team, which informs our software and hardware development roadmap. Software is updated regularly, and customers are encouraged to adopt the latest features.

For key sectors, our events team hosts annual in-person customer events, notably for policing and retail, where customers hear directly from our team, meet peers, and provide live feedback. We also host virtual webinars to share thought leadership and expand the use of our technology. Through our global trade event calendar, we engage with customers directly at events while also spotlighting customer case studies and experiences via speaker sessions. Customer interest in our ESG credentials is growing, particularly through formal tender processes, and has been a key driver of the development of our structured ESG reporting and public-facing sustainability pages.

Suppliers

All new suppliers complete a formal due diligence questionnaire before onboarding, covering quality assurance, information security, environmental practices, health and safety, ethics and compliance, and insurance. Suppliers are also required to sign Reveal's Supplier Code of Conduct.

Critical Direct Suppliers undergo an annual review, including a risk assessment and submission of updated key policies and ISO certifications. In 2025, 100% of Critical Direct Suppliers were audited in relation to Anti-Bribery and Corruption effectiveness, and 100% had undergone a Supplier Quality Review (see section 3.6). Supplier engagement helps us identify and manage risks across REACH and RoHS compliance, modern slavery, information security, and environmental standards.

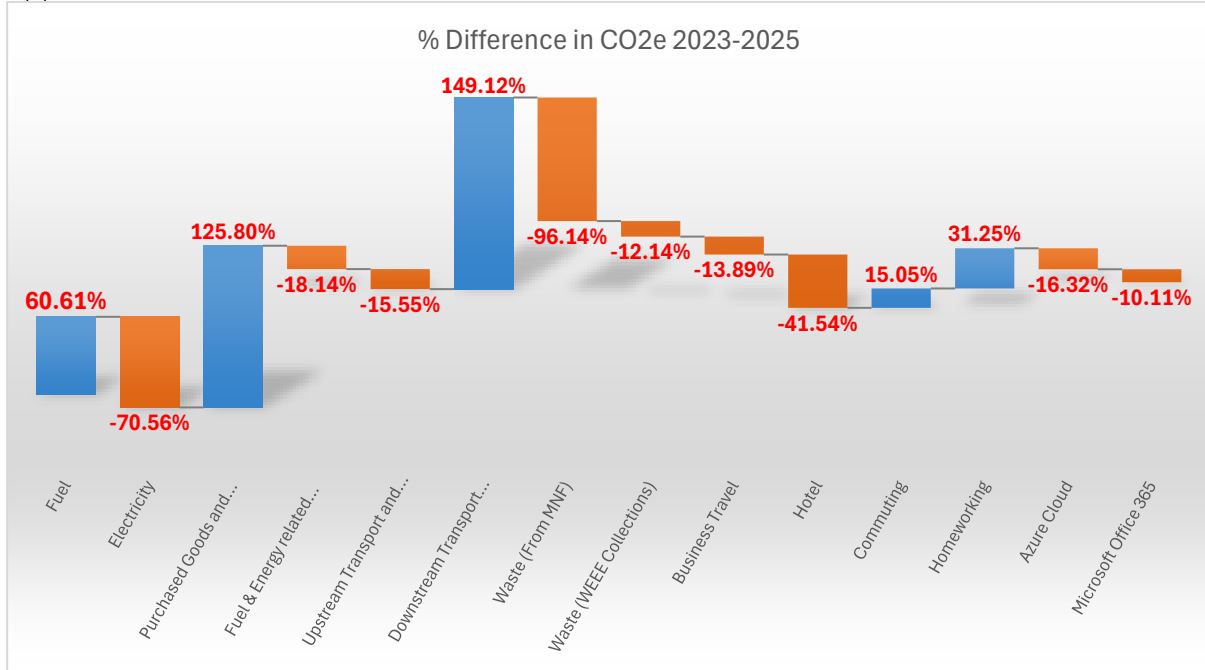
Community and Environmental Partners

We engage with a small number of mission-aligned partners whose work reflects our ESG values. Through *Sumthing* (see sections 5.4 and 7), we fund verified nature restoration projects annually, including reforestation, coral reef restoration, and plastic removal, chosen to offset both our carbon footprint and the plastic generated through our hardware manufacturing. Carbon Neutral Britain facilitates our verified carbon offsetting programme. We also support the *Thames Boat Project*, a local charity based at our Kingston headquarters that provides inclusive river experiences for people living with disability, disadvantage, or isolation.

Appendices

Appendix A - CO2e Emissions 2025 - Graphs

Appendix A



Appendix B – Carbon Footprint data 2022–2025

		2022			2023			2024			2025		
Scope	Activity/Type	Consumption kWh	Emissions (tCO2e)	% of Emissions	Consumption kWh	Emissions (tCO2e)	% of Emissions	Consumption kWh	Emissions (tCO2e)	% of Emissions	Consumption kWh	Emissions (tCO2e)	% of Emissions
1	Fuel	11,720	2.1	0.5%	9,923	1.81	0.42%	9,136 5,757 * 100% renewable energy	1.6710 -	0.30%	15,943 7,073* 100% renewable energy	2.9169	0.41%
2	Electricity	76,235	16.1	3.7%	55,972	10.35	2.40%	9,147 33,231.49 * 100% renewable energy	3.1314	0.57%	8,489 55,468.13* 100% renewable energy	3.0477	0.43%
Scope	Activity/Type	Emissions (tCO2e)		% of Emissions	Emissions (tCO2e)		% of Emissions	Emissions (tCO2e)		% of Emissions	Emissions (tCO2e)		% of Emissions
3	Purchased Goods & Services*	66.8		15.3%	52.41		12.15%	69.6		12.63%	118.3539		16.51%
3	Capital Goods	Not Included			Not Included			Not Included			Not Included		
3	Fuel & Energy Related Activities	6.0		1.4%	4.05		0.9	2.76		0.50%	3.3183		0.46%

		2022		2023		2024		2025	
Scope	Activity/Type	Emissions (tCO2e)	% of Emissions	Emissions (tCO2e)	% of Emissions	Emissions (tCO2e)	% of Emissions	Emissions (tCO2e)	% of Emissions
3	Upstream Transport & Distribution	7.0	1.6%	0.1	0.04%	0.17	0.03%	0.1414	0.02%
3	Waste (from MNFs)	Not Included		0.086	0.02%	0.0262	0.005%	0.0033	0.0005%
3	Waste from WEEE			0.008	0.0019%	0.0107	0.002%	0.0070	0.0010%
3	Business Travel + hotels	71.1	16.3%	122.7	34.69%	141.74	25.71%	118.4081	16.52%
3	Employee Commuting	2.9	0.7%	2.63	0.61%	3.02	0.55%	3.0260	0.42%
3	Downstream Transport & Distribution*	265.5	60.7%	169.63	40.74%	276.55	50.07%	422.5933	58.96%
3	Homeworking	Not Included		23.07	5.35%	31	5.62%	30.2805	4.23%
3	Azure Cloud Storage	Not Included		17.16	3.98%	21.45	3.89%	14.36	2%
3	Microsoft Office 365	Not Included		0.26	0.06%	0.286	0.05%	0.24	0.03%
		430.5	100%	416.41	100%	551.46	100%	716.6963	100%