Studio Graphene FY25 Impact Report

We're *Studio Graphene* an AI-native digital product studio.

This report reflects on our progress throughout 2025, including the impact we've created, the challenges we've faced and the work still ahead. We believe a studio is only as good as its ability to be honest, so we share our achievements alongside the areas where we can improve. This is also our last report before our next B Corp recertification, providing a transparent record of where we are today.

As a certified B Corp, we hold ourselves accountable across seven areas, covering our people, our planet, our work and how we run the business. Here's where each one sits in this report.

01	**Purpose and governance**	*In Governance*	how we make decisions and stay accountable
02	**Climate**	*In Planet*	our carbon footprint and targets
03	**Human rights**	*In People* *In Governance*	our commitments to people in and beyond our business
04	**Fair work**	*In People*	pay, listening to the team, and working conditions
05	**Looking after resources**	*In Planet*	reuse, waste and responsible buying
06	**Diversity and inclusion**	*In People*	representation and a fair workplace
07	**Acting beyond our business**	*In Governance*	advocacy and playing our part in the wider community

111
team members across three studios

155.01
tCO_2e total footprint, 2.80% below the FY22 baseline

1.40
tCO_2e emissions per team member

100%
completed ethics and governance training

30%
women in the workforce

41%
in line management

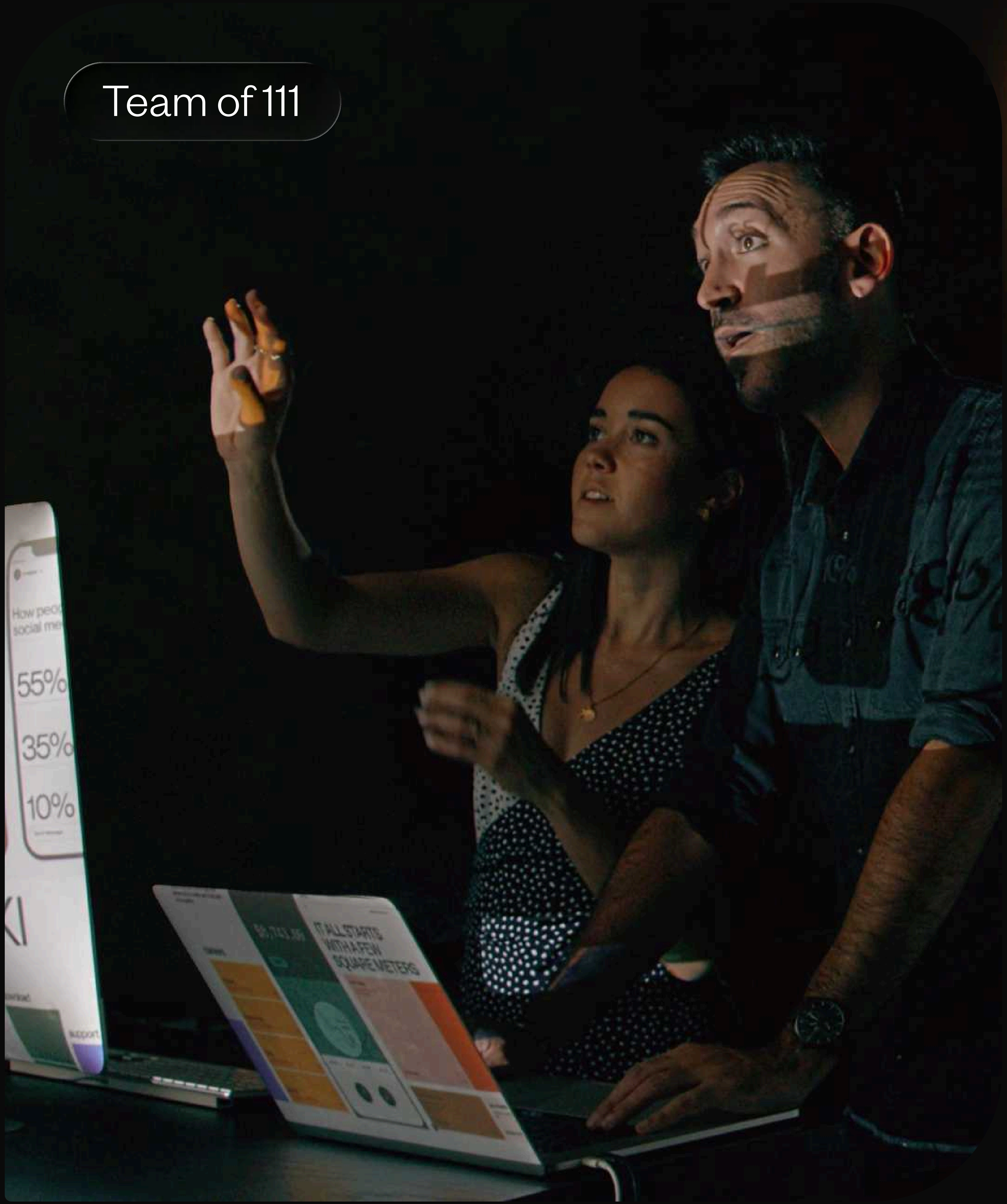
Living wage met
in all three locations

33
eNPS

92%
Client retention

9
Client NPS

Team of 111

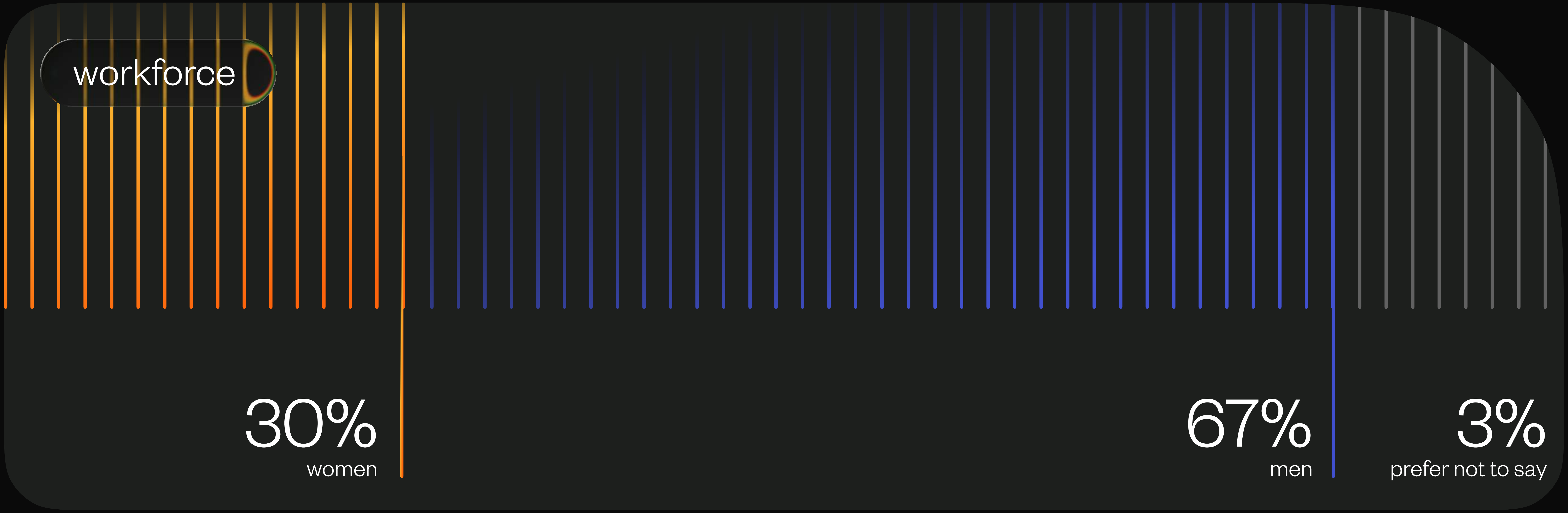


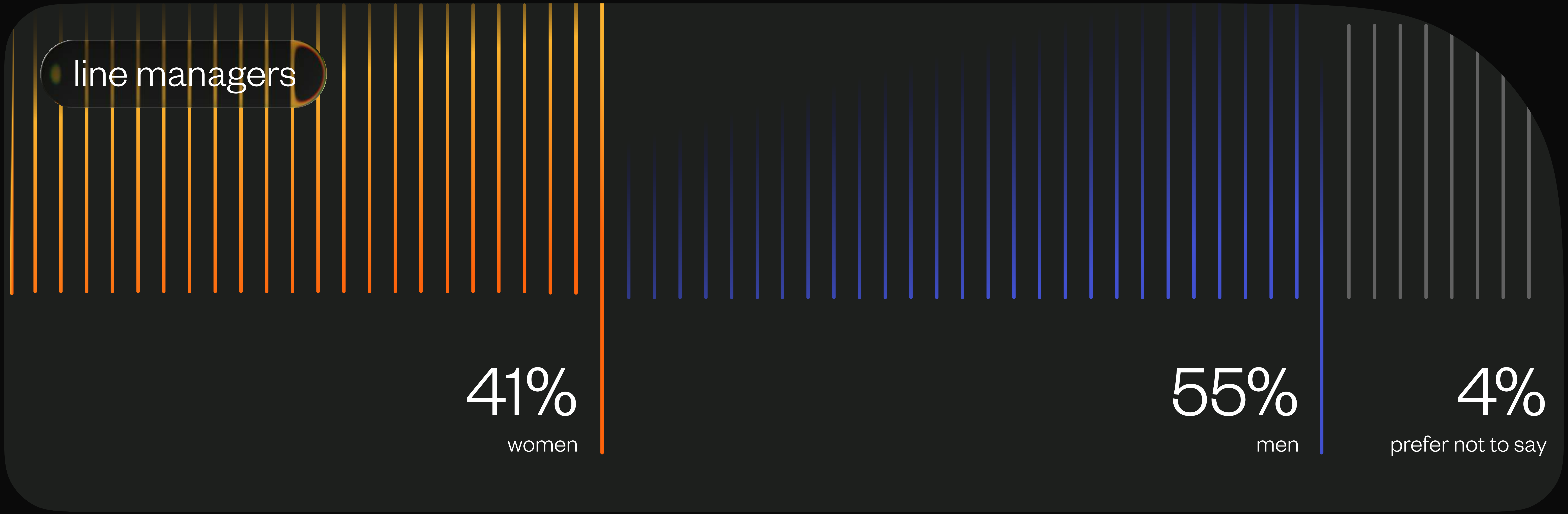
76
Gurgaon

20
London

15
Lisbon

Our gender representation sits above the UK tech average*, across both





*Source: UK tech average is 22% women (BCS Gender Diversity in the Tech Sector Report 2025). Gender data reflects legal gender as recorded in our HRMS.

Living wage

We benchmark pay in all three locations against recognised living wage standards and meet them in each.

Met

Ethics and governance training

Completed by the whole team.

100% Met

How we listen

Regular team surveys and open feedback channels.

eNPS

Goal: above 35

33

Training and upskilling

Goal: 40%

41%

Missed goals, carried forward

eNPS: Not met. Our team engagement score was 33 against a target of 35, compared with 43 in 2024. We recognise there is more work to do and are focused on improving engagement in FY26 through continued listening, transparency and action.

Our *targets*

Validated by the Science Based Targets initiative, FY22 baseline. Cut Scope 1 and 2 by 42% by 2030. Cut Scope 1, 2 and 3 by 90% by 2050 . Reach Net Zero by 2050, with anything left over covered by verified removals.

scope1	FY23 is stated at 161.03 tCO_2e, in line with our carbon inventory and 2024 report. Our 2025 report used a comparator of 145 tCO_2e; we have reverted to the inventory figure for consistency.	0.00
scope2	Figures across years are not yet fully comparable, as we shift from spend-based to activity-based data and widen what we measure.	12.09
scope1 + *scope2*		12.09
scope3	Reported on a location-based method (GHG Protocol, operational control).	142.92
Total		**155.01**

Total footprint FY22 to FY25

Our FY25 footprint increased against FY24 because we now measure more of our supply chain. As our data improves, our numbers capture more, so the years aren't directly comparable.

Scope 3 breakdown, FY25 (tCO2e)

Missed goals, carried forward

5% reduction goal: not met

We're 2.80% below the FY22 baseline and up on FY24

50% activity-based data: not met

Still below 50% at 30%

Near-term Scope 1 + 2 target

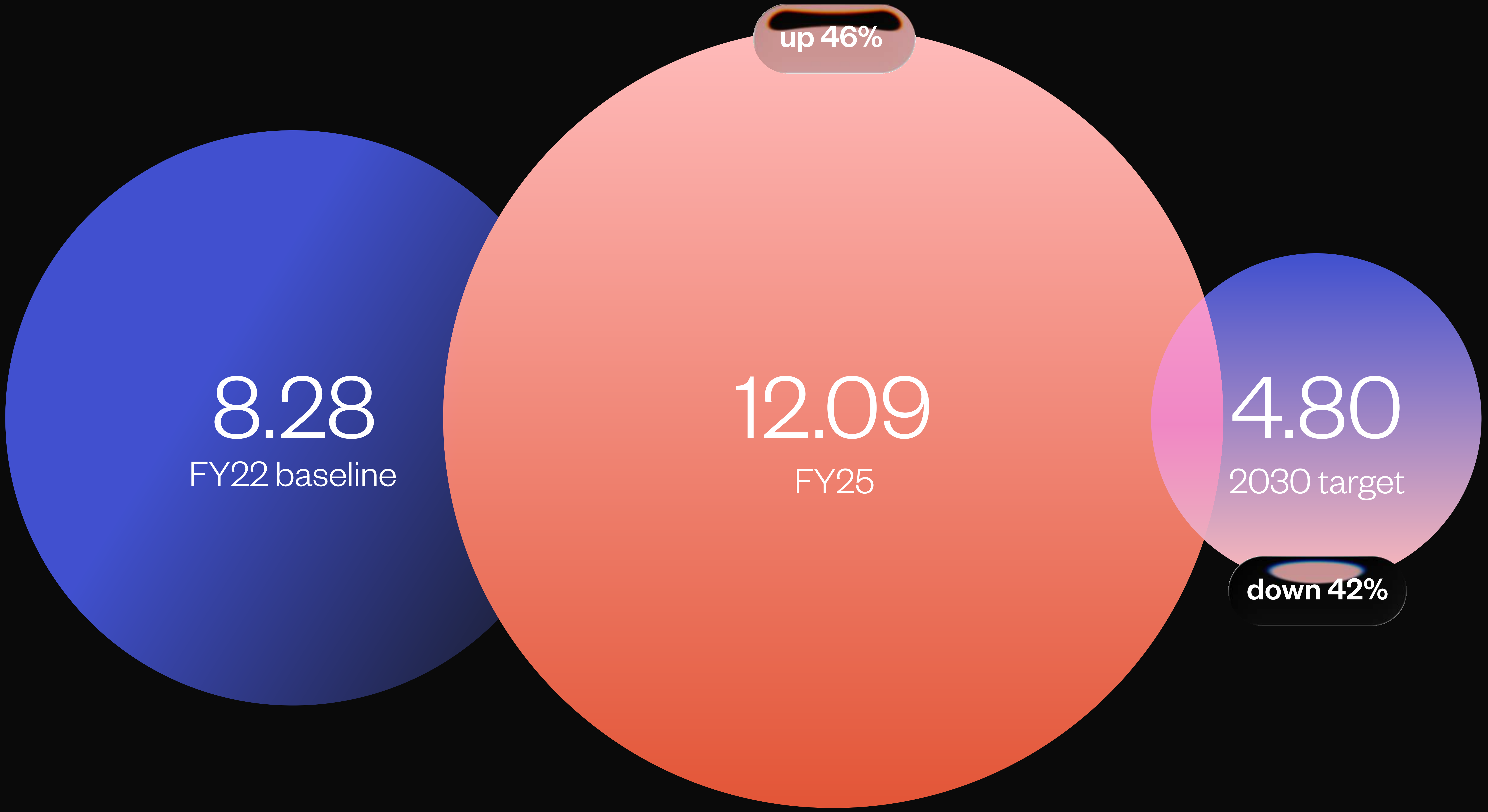
Off Track

Not met. Our emissions increased this year rather than reducing against our target, driven mainly by electricity use, increased office occupancy and differences in grid mixes across locations.

We're working towards country-specific emission factors and future market-based reporting to better reflect our impact and renewable energy commitments.

Our plan

Work with our co-working providers on renewable supply, weigh carbon when we choose offices and monitor the adoption of country-specific grid factors next cycle.



How we *run the business*

Quarterly management review

Built into our Quality Management System.

Raising a concern

A public route for anyone to raise a concern with us.

Board oversight

Impact reviewed at board level.

An internal B Corp team

Owns the work.

Human rights and modern slavery

Our commitment to respect human rights across our operations and supply chain in line with the UN Guiding Principles.

Public purpose statement

A public statement of the positive impact we exist to create for our stakeholders: our people, clients, communities and the environment.

Acting beyond our business

Our commitment that any policy engagement or advocacy we undertake stays consistent with our mission.

Goal set for 2025	Target	FY25	Status
eNPS	Above 35	33	Not met
Training and upskilling	40%	41%	Met
Ethics and governance training	100%	100%	Met
Carbon footprint reduction	5%	2.80% below FY22 baseline, up on FY24	Not met
Activity-based emissions data	50%	30%	Not met
Social / Environmental activity per office	1 per office	1 per office	Met
Client retention	70%	92%	Met
Client NPS	Above 8.5	9	Met

2025 goals versus actuals

Things completed after the reporting year through to publication in July 2026: our record of progress towards recertification

Purpose and governance

Public purpose statement published; impact added to our quarterly management review.

Climate

Carbon Reduction Plan published; Environmental Policy updated to match our targets.

Fair work

Living wage benchmarking completed across all three locations; how we consult the team set out clearly.

Diversity and inclusion

Accredited diversity and inclusion training underway; we're extending how we collect gender data in the next team survey.

Looking after resources

A repair and reuse approach for IT equipment; starting to capture waste data.

Human rights

We will publish a human rights policy.

Acting beyond our business

We will publish an anti-lobbying policy.

Looking ahead: *FY26 goals*

People

- Get eNPS back above 35
- Extend people reporting
- Complete a management diversity and inclusion training

Planet

- Get Scope 1 and 2 heading back down towards the 2030 target
- Reach 50% activity-based data

Business

- Publish our human rights and anti-lobbying policies
- Complete B Corp recertification

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