

CORSEARCH

ESG Report 2025

About ESG at Corsearch

Welcome to our Corsearch ESG (Environmental, Social, and Governance) report providing an update on our ESG strategy and progress for the 2025 calendar year.

Our commitment to ESG is intrinsically woven into our purpose, strategy, investment, operations, and our culture. Our ESG commitments represent who we are – a dynamic, global company, proud to represent 44 nationalities across 41 countries.

Our services, in Trademark Solutions, Brand and Content Protection and Revenue Recovery, provide positive societal impact through the protection of intellectual property rights and the reduction of illegal activity and counterfeits related to these rights. Not only do we partner with clients to safeguard their brand and intellectual property, we help to mitigate financial, supply chain and reputational risks as well as contribute positively to the safety of consumers and responsible market practices.

In a world where counterfeit goods and online fraud are more sophisticated than ever, what we do at Corsearch really matters. We make real, tangible impacts on preventing harmful environmental practices by counterfeiters, such as using non-recyclable and hazardous materials that increase CO2 emissions. Additionally, Corsearch disrupts organised crime supply chains and reduces poor labour practices, forced labour, and unsafe working conditions in counterfeit goods production.

Corsearch leads the industry to protect consumers and their trust in brands and build a world where consumers can trust the choices they make through our partnership with brands, our use of innovative AI enabled technology and the expertise of our global team. Supporting brands to have a positive impact on the world and their consumers is **who we are at Corsearch**.

Our Broader Impact

As the market leader in Brand and Content Protection, Corsearch can play a vital role in the global ESG agenda and particularly in the fight against counterfeiting.

10m+

In 2025, we protected consumer trust by removing misrepresentation of brands over 10 million times

90%

Compliance with marketplaces for counterfeit removal, thanks to our unique relationship with platforms

Transform

Transform Brand Protection from a defensive shield into actionable ESG measures



We can

- Help brands understand the positive societal benefits of a brand protection program.
- 'Stop the source' through litigation or law enforcement
- Raise awareness with brands and translate this into meaningful action.

Enabling authenticity in Trademark and Brand Protection, is the highest form of driving sustainability.

ESG is an intrinsic part of who we are and what we do

Our ESG strategy is fully integrated into who we are, what we do and why we do it – this is summarised in our vision, mission, and purpose, “**We are Corsearch.**” We play a key role in making a positive impact on the world, combining innovative technology with the judgement of a diverse and expert team - “hybrid intelligence”.

We govern with integrity to ensure our Code of Conduct, Standards and Business Practices are upheld to the highest levels of compliance and beyond. We also partner with our customers and engage with our supply chain to do the same.



Building trust through our ESG Strategy

Business Strategy: Objectives, Vision Purpose & Mission

Reducing our environmental impact

- Annual third-party carbon assessments
- Reduced energy usage & office footprint
- Use of electric vehicles
- Recycling and sustainable workplace practices
- Use of energy-efficient cloud infrastructure
- Responsible recycling & reuse of IT equipment

Build an inclusive culture of highly talented people

- Diverse talent sourcing & recruitment
- Communication & engagement
- Diversity & Inclusion
- Leadership/Manager development
- Retention of top talent
- Wellbeing & Employee Assistance Programme
- Volunteering Day
- Gender pay gap reporting
- Meaningful work and fair pay

Building trust by governing with integrity

- Compliance and ethical standards
- Governance and accountability
- Best practice policies and controls
- Information and data security
- Transparent ESG reporting, tracking and accountability
- Responsible supply chain management
- Sustainable business practices
- Financial governance and oversight
- Integrity, inclusion and trust

Outputs: Impact and measures of success

Underpinning all we do



Standards



Best Practice



Corporate Governance



Compliance

Reducing our environmental impact

We are focused on reducing our environmental impact on the world and actively participate in an annual carbon assessment via a third party to ensure accountability.

While a lower order of materiality given our business activities, Corsearch is proud to be contributing to the reduction of the global environmental footprint. We are focused on our environmental impact and investing in sustainable business practices.

As a UN Global Compact signatory, we report progress via annual COP and investor reports. We also track carbon reduction through Ecovadis using our T&E Platform data.

In 2025, we further reduced our office footprint, supported hybrid working, continued our commitment with use of electric vehicles, ensured we adhered to best practices recycling initiatives, and enhanced workspace sustainability. To further our efforts, during 2025 we were able to track and monitor our emissions and cost of travel, using our newly implemented T&E platform, ensuring more efficient and environmentally responsible travel practices.

Overall Scope 1, 2, and 3 emissions decreased by 10% compared to the previous year. This reduction is primarily driven by a significant decrease in business travel emissions (-32%). At the same time, the company continues to enhance the quality and granularity of its data across GHG Protocol categories, strengthening the robustness of its emissions inventory.

Several years ago, we completed a strategic migration to cloud-based infrastructure. We no longer host or maintain services within our physical office locations. Multiple legacy data centres were consolidated into a single optimised environment, with all remaining services transitioned to cloud platforms. Following the migration, all redundant hardware was responsibly recycled, while network cabling was donated to certified vendors for reuse. In addition, three of our key service providers operate using 100% certified renewable electricity.

We prioritise extending the lifecycle of IT equipment wherever possible. In 2025, with more than 378 employee onboardings, approximately 80% of issued hardware was redeployed from existing assets. Hardware retired due to age or faults is processed through certified IT Asset Disposal (ITAD) and WEEE-compliant recycling vendors, with suitable equipment refurbished and repurposed for charitable organisations.

We have also reduced the volume of end-user equipment issued to employees. Multi-device and accessory shipments have been minimised, and dual-monitor setups are gradually being replaced with single larger displays. This approach reduces hardware consumption, cabling requirements, and future electronic waste, while improving reusability and operational efficiency.

Internal policies support responsible energy consumption and sustainable IT practices. Examples include automated laptop screen-lock and power-saving settings, increased use of shared meeting-room facilities, and improved hardware standards featuring enhanced power management capabilities. We also standardise on wired keyboards and mice to reduce battery usage and no longer issue laptop bags as standard equipment. As part of the onboarding process, our IT services are designed to support hybrid and remote working, contributing to improved employee work-life balance and reducing commuting-related emissions.

While existing mobile plans remain available where required, we no longer issue physical mobile handsets as standard. Instead, we have adopted a virtual telephony solution using Google Voice, accessible through company-issued laptops. This approach reduces electronic waste and eliminates the need to manage, recover, or dispose of additional mobile hardware.

Reducing our environmental impact

We seek to work with technology vendors that demonstrate strong ESG performance and transparent sustainability commitments. One example is Insight Enterprises, whose 2026 priorities include advancing net-zero objectives, ethical governance, social impact initiatives, diversity and inclusion programmes, and digital equity, as outlined in its Corporate Citizenship reporting.

Our offices also incorporate energy-efficiency measures such as automated lighting controls to reduce unnecessary electricity usage. More energy-efficient IT equipment contributes to lower operational energy consumption and reduced running costs. These initiatives support the following ESG categories:

<p>Environmental Initiatives</p> <p>"Green IT"</p>	<p>Social Initiatives</p> <p>"Social IT"</p>	<p>Governance Initiatives</p> <p>"Ethical IT"</p>
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We regularly review global ESG standards and reporting frameworks to improve transparency and align with recognised best practices. We believe the future of ESG within the technology sector requires sustainability, social responsibility, and governance principles to be increasingly embedded within core business strategy and operational decision-making.

During the second half of 2025, Corsearch made significant investments in AWS cloud infrastructure to support the decommissioning of legacy platforms. This transition resulted in a substantial reduction in emissions associated with legacy infrastructure vendors following the retirement of the Talisman and Zero platforms. In parallel, the modernisation of our AWS environment has improved operational efficiency and contributed to further reductions in infrastructure-related emissions.


We have made active links to our environmental commitments into our day-to-day life at Corsearch as well as encouraging colleagues to be part of this journey as a collective effort. We have engaged in local communities through volunteering to support environmental initiatives and have established an official volunteering day to further support colleagues' environmental and community efforts.

To track and monitor supply chain sustainability, we included an ESG statement in supplier agreements. Through 2025 we have maintained our commitment to strengthening measures for suppliers and recognise the importance of providing ESG training to our buyers. While these initiatives have not yet been fully implemented, they remain a priority to support alignment with our sustainability goals, improve risk management, and encourage responsible practices across our supply chain. Aligning our environmental commitments with our customers' ESG standards and expectations is crucial to build trust and loyalty and give confidence that Corsearch is committed to delivering a positive impact to their brand.

Progress to 2025 v Targets



100%



100%

Aquila Carbon Assessment
Annual carbon assessment participation

Emission reduction year on year

Enhancing our social impact

Building an inclusive culture of highly talented people

At Corsearch our EDI strategy is fundamentally aimed at "Building an inclusive culture of highly talented people". The core objective is to cultivate a community and culture where all colleagues feel included and are empowered to be their authentic selves. This commitment is rooted in the passion for building diverse teams, valuing different perspectives, backgrounds, and ideas, and embedding inclusion as a key part of how Corsearch operates every day. The company's Values actively promote this inclusive culture, encouraging the celebration of diversity, collaboration, and mutual care. Inclusivity is further fostered through colleague engagement, clear goals aligned with the strategy, career development, and active listening via the colleague survey..

Our EDI strategy (as set out below) is the foundation of how we work and is fully integrated into all our people practices - including our leader attributes and company values with measures and tracking of progress in place.

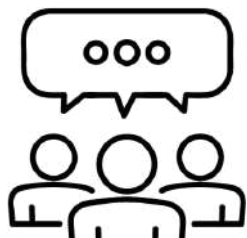
In 2025, we set about delivering numerous D&I activities in support of our ESG strategy, including supporting our colleague networks, promoting an inclusive approach to recruiting, selecting, and developing diverse talent, and reinforcing our commitment to fostering growth and development opportunities for women at Corsearch.



Growing Inclusive Leaders by strengthening connection and capability through our Leader Lounge community, curated learning resources in the People Leader Hub in LEARN (LMS), and dedicated development suite and live programmes.



Inclusive Talent Acquisition is prioritized by ensuring recruiting managers have the necessary mindset and skills to manage biases, alongside implementing inclusive recruitment processes and identifying continuous improvement opportunities.



Allyship & Raising Awareness is driven by colleague networks like EmpOur (Supporting Gender Inclusion, equity and belonging) and Pride & Allies (Championing inclusion, visibility and belonging for LGBTQ+ Colleagues and allies), which build momentum, shape strategy, and provide support through events and education and campaigns such as International Women's Day and Pride Month.



Amplifying Talent involves creating career momentum and setting our colleagues up for success, through our performance and talent review architecture, learning framework and LEARN (LMS) resources; building diverse internal bench strength, and launching initiatives such as the 'Aspiring Future Female Leader Development Programme'.

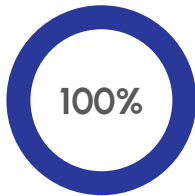
Enhancing our social impact

Building an inclusive culture of highly talented people

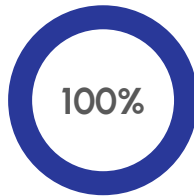


We believe that our approach to creating a diverse and inclusive community will support us to value and leverage our differences, create a culture where we can be our authentic selves, attract and develop diverse and industry leading talent, be thought leaders for the benefit of our customers and role models in creating a great place to work.

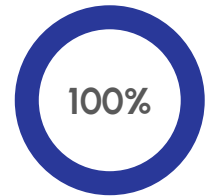
Progress to 2025 v Targets



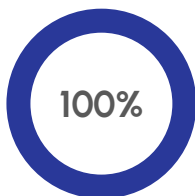
Diverse candidate targets for Levels 1,2 and 3 roles. Candidate / new joiner NPS 80%+ by 2025



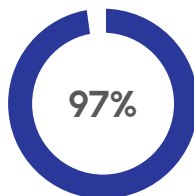
100% of recruiting managers have access to inclusive recruitment support via our TA team and additional learning



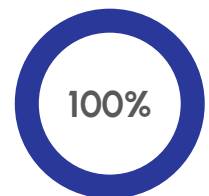
Learning Suite and Leadership Community available to 100% managers



D&I Statistics and Strategy in place



Engagement + 8 across all countries by 2026



Health and Wellbeing programme in place. EAP available to all

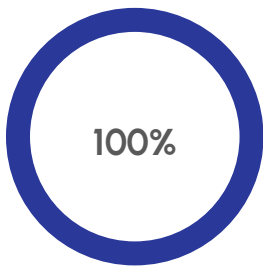
Building trust by governing with integrity

Fundamental to our success is governing with integrity, while ensuring our Standards, Governance, Best practice, and Compliance measures are fully compliant and robust to achieve the:

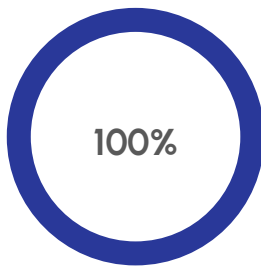
- Highest standards of Information & Data Security – we retained ISO27001 in 2025
- Strengthening of our internal policies and processes and accredited by Ecovadis
- Utmost accountability in delivering an inclusive and positive impact for colleagues and customers in line with the UN Global Compact
- Continuous focus on effective financial governance and best practice

Our Code of Conduct has been committed to by our colleagues and integrated into our supply chain agreements. We are proud to hold the Ecovadis Committed award after achieving a score of 60 (an increase of 2 points from 2024). We will continue to focus on increasing our performance in ESG against our peer group, to work towards the Bronze level award (or higher) in 2026.

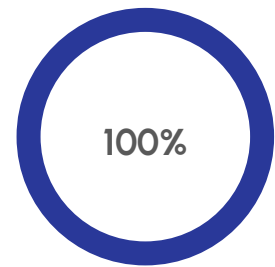
Progress to 2025 v Targets



Achieve year on year score improvement with Ecovadis reporting annually and aligned to standards



Key policies and codes in place by Dec '25 and training in place



Internal controls in line with best practice with tracking available





Own your Brand identity