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# TENEO 'PURPOSE BEYOND PROFIT' REPORT

OPENING MINDS TO NEW POSSIBILITIES





## A MESSAGE FROM PIERS CAREY, CEO

In July 2021 I launched Teneo's "Purpose Beyond Profit" initiative, which sought to build on our Corporate Social Responsibility activities that we had been carrying out for a decade. Throughout our last financial year and all through 2023, Purpose Beyond Profit has gone from strength to strength.

We've continued our journey to our long-term business goal of becoming a trusted technology partner to 500 of the world's largest companies. This goal is there to create the funding for our purpose—to improve the lives of a million children around the world. We are committed to growing our investment into Purpose Beyond Profit projects to 1% of revenue.

Indeed, 2023 was a landmark year for us. I visited Madagascar, along with some colleagues, to see some of the work we have previously completed there with our partner SEED Madagascar and to assist with our latest school build project. Towards the end of the year, we won a CRN award for that same build. And most importantly, this year, we helped to improve the lives of 862 children around the world.

You can read more about about the projects we completed in 2023 in this document.

A handwritten signature in black ink, reading "P Carey".



# Teneo Mission & Values

## Our Mission

“Opening Minds to New Possibilities”

Our mission guides us every day to help our customers innovate in an ever-changing world. It helps us to focus on Employee Wellbeing so we can be happy and effective. And it drives our Purpose Beyond Profit programs that help improve education around the world.

## Our Core Values

Our core values guide our day-to-day behaviors and support our mission:

- Integrity = “I have strong moral principles”
- Commitment to Excellence = “I possess the quality of being outstanding”
- Respect = “The achievement of others elicits my admiration”
- Growth = “I support the process of development”
- Purpose Beyond Profit = “I believe in giving back”
- Employee Wellbeing = “I believe in workplace health and happiness”
- Accountability = “I take responsibility for my actions”



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## Our Purpose

Our Purpose Beyond Profit initiatives reflect our mission of opening minds to new possibilities and creating opportunities for the local and global communities within which we work.

That's why we've pledged to increase investment to 1% of revenue to help improve the lives of a million children around the world. It's a goal that we all share as a team, and something we've always wanted to share more with you.

Teneo's real passion is investing in education projects that will help some of the world's poorest people escape a life of poverty.

The catalyst for this was a trip to Ethiopia by our CEO, Piers Carey, in 2011. Piers visited a school in Lalibela built by Plan International, which set off the train of thought that Teneo could make a difference in this area.

We typically undertake one major project per year and support that with numerous mid-sized or smaller projects.

Our work back at home includes supporting a number of local charities as well as sponsoring local sports teams and contributing to requests for sponsorships from colleagues, customers and partners.





## Projects with SEED Madagascar

SEED Madagascar (Sustainable Environment, Education & Development) is a British charity that operates in southeast Madagascar. Madagascar is among the world's most significant biodiversity hotspots, with 80% of its plants and animals native only to this island nation. It's also one of the most impoverished and least developed countries in the world, where about one in ten children die before the age of five from easily preventable diseases.

Teneo's association with SEED dates back to 2011 when our VP of Services, James Hall took a career break to volunteer in Madagascar as part of their conservation program. Teneo has now funded the construction of eight schools in the region and an additional refurbishment.

Our partnership with SEED is exceptionally strong. It is built on great relationships between the leaders of our two organizations with a real alignment of values and aspirations.

Since our last Purpose Beyond Profit report, Teneo has helped SEED complete the construction of three schools in Southeast Madagascar, in the towns of Emagnevy, Beraketa, and Sarisambo.



In Emagnevy, two new classrooms have been constructed, complete with furniture so that all 350 students can attend full classes. The newly built teachers' accommodation will help to maintain the solid teacher base. The construction of latrines, handwashing facilities, and



menstrual hygiene management facilities (along with the various trainings and nudges), will ensure good health and educational impacts for years to come. A 10,000-litre rainwater harvesting system was installed in partnership with the local organization Tatirano Social Enterprise. When full, this system will provide clean drinking water to students, teachers, and the local community for up to two months without needing replenishment. In addition, 650 trees have been planted to offset the 62,966 kg of carbon produced by this project. These trees not only offset carbon, but also provide a rich resource for the community. The school was formally handed over to the community in September 2022, when responsibility for maintaining the school and equipment was transferred back to the community.



Next up was Beraketa, which started in April 2023 and was completed just before the end of the year. A smaller project, this looked to provide education infrastructure for 129 students and seven teachers. Some key highlights include the completion of one new school building with three fully furnished classrooms, a two-room teacher accommodation, gender-segregated Ventilated Improved Pit (VIP) latrines, hand washing stations, a menstrual hygiene

management facility, a groundwater well, and a 1,000-litre tank to ensure permanent water access on site. These facilities will enable students to attend classes full-time and improve teacher attendance.





And finally, Sarisambo which was constructed in 2023 and completed in early 2024. This was one of the largest projects Teneo and SEED have partnered on to date. With the completion of the school, 726 students and 27 teachers have a suitable environment in which to teach and learn. One building was repaired and reinforced and two

additional buildings were constructed, providing five fully equipped new classrooms and teacher accommodation. The project also included the construction of 10 gender-segregated latrines, a menstrual hygiene management cubicle, and hand-washing stations.

Again, in partnership with Tatirano Social Enterprise, a 10,000-litre capacity rainwater harvesting system was installed, and a carbon offset plantation was created with 680 Acacia trees, as well as a further 340 Acacia, 340 Eucalyptus, and 100 fruit trees in a dedicated community resource area associated with the school.

Sarisambo really was an award-winning school. Keep reading to find out more!





## Opening Minds in Sarisambo

In May 2023, Teneo directors Piers Carey, James Hall, and Marc Sollars traveled to Madagascar to see some of the projects we have funded firsthand.

The trip took in Manambaro school which we helped to complete in 2018, a special memory for James as he also helped out with the build of the school. The team also visited the Emagnevy and Sarisambo schools detailed above. And in Sarisambo, the team lent a hand with the building work.



At the end of the week-long trip, Piers reflected that:

“We’ve seen a lot, we’ve learned a lot and one thing we can confidently say is that our commitment to our purpose to improve the lives of a million children around the world is as strong as ever and we look forward to thinking of new creative ways that we can continue to double down on that.”





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## Opening Minds in Sarisambo

James continued:

“It’s been really amazing to spend a few days in Madagascar with the SEED team, seeing some of the projects that Teneo has supported and visiting the rural town of Sarisambo. It’s a very poor area of Madagascar, desperately in need of infrastructure, and we’re building a school there that looks magnificent! It will be ready for occupation in around four weeks’ time, and it is so exciting to think about the teachers and the children occupying the school and getting the gift of education, which is going to be so important to them”.





# Teneo Wins CRN Channel Awards - Best ESG Project of the Year (Reseller) Award

Following the trip to Madagascar, Teneo produced a five-minute [video](#) with highlights of the trip and used it as our entry into the Computer Reseller News (CRN) ESG Project of the Year competition. And we were thrilled to find out at the awards ceremony held in November 2023 that we won!

Up against six strong finalists, Teneo won the highly coveted award through recognition of its latest Purpose Beyond Profit initiative. In partnership with SEED Madagascar, our school in Sarisambo impressed the judges immensely. The panel of judges particularly commented on the commitment from our directors who visited and helped to construct the school.

Not only did Teneo help fund a school-build project in Sarisambo, rural Madagascar, but our CEO Piers Carey, VP of Services James Hall, and VP of Business Development Marc Sollars also visited the site in May to help with the construction itself!

A delegation of Teneo and SEED colleagues attended the black tie event in London and Piers was incredibly proud to accept the award from host Russell Kane. Thanks to our incredible customers, partners, and dedicated employees, we continue to help children in Madagascar escape a life of poverty through education.





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## Miles for Mothers

Each year, our customer Jhpiego runs an event called Miles for Mothers, a series of virtual walks and runs that raise funds for initiatives in Africa that bring lifesaving care to vulnerable communities. Having been involved in campaigns in previous years that supported work combating the COVID-19 outbreaks in developing countries in 2020 and repairing and reopening health centers in Mozambique in 2021 and Malawi in 2022, the Teneo team strapped on its running shoes and committed to Miles for Mothers again in 2023.

This time, the focus was on creating a neonatal intensive care unit in Tanzania. As with previous years, Teneo acted as a gold sponsor of the event and also put together a team to participate.

Over seven days in October, 17 colleagues at Teneo pledged to walk or run a total of 275 miles. We smashed our target and covered an amazing 362 miles. Our donation to Miles for Mothers included the sponsorship of the event, donations via Teneo's employee recognition platform Bonusly (see more on page 13) as well as matched funding.



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## Payroll Giving

An exciting new addition to our Purpose Beyond Profit activities in 2023 was the introduction of a Payroll Giving scheme. Teneo offered employees the opportunity to support our partner, Humans for Education, through a child sponsorship scheme funded by Payroll Giving, a great tax-efficient way of helping underprivileged children in Kenya.

Humans for Education has an innovative model for school sustainability, running programs that help schools become economically self-sufficient, using natural resources to generate income that funds them for the long term.

For just \$15 or £12 a month, each Teneo employee would be able to sponsor a child's tuition fees and school meals. And for every child sponsored by team members, Teneo would match that and sponsor another child. An amazing 28 children were sponsored by employees, doubled to 56 via Teneo matching.



Humans for  
EDUCATION



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## Bonusly: Employee Giving

At Teneo, we have been using an employee recognition program, Bonusly, for seven years. It is a platform that enables team members to instantly recognize colleagues for their contributions to achieving Teneo's goals. All employees are allocated 100 points per month to give out, celebrating many different actions, achievements, and efforts linked to Teneo values.



As points are earned they can be exchanged for a number of different items such as gift cards or donations to charities. In 2023, Teneo colleagues made donations to several charities, including SEED Madagascar, Shelter, Jhpiego, purchasing COVID-19 vaccines for developing countries, and Humans for Education.

## Carbon Neutral

Teneo was an early adopter of carbon neutrality, having offset close to 4,000 tonnes of CO<sub>2</sub>e (Carbon Dioxide Equivalent) produced as part of running the business since 2007. Over those years, the offset has taken the form of buying carbon credits that are used to invest in sustainable energy initiatives.



In August 2023, Teneo offset another 150 tonnes of CO<sub>2</sub>e, to account for the running of the business in our previous financial year between July 2022 and June 2023. This year, our funding went towards a solar power project in India, a step towards supporting the implementation and installation of grid-connected renewable energy power plants. The project ensures energy security, diversification of the grid generation mix, and sustainable growth of the electricity generation sector in India. In addition to providing sustainable employment, the project developer also provides improved healthcare, sanitation, and educational support to the communities where the projects are based.

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## Collaborative Activities with our Partners

Working with partners who share some of our company values has been a great way to support our Purpose Beyond Profit activities, creating a new line of funding and strengthening our partner relationships.

Concluding in early 2023, Teneo worked with our long-term partner, Riverbed, on a shared campaign. Offering prospective customers an incentive to meet with us and create an opportunity to pitch to them is a long-held tradition. It usually involves some kind of personal reward to the prospect in the way of a small gift like a pair of Apple AirPods. But this time around we put a twist on it, offering instead a charity donation in the name of the prospective customer. An amazing \$2,500 was raised for SEED Madagascar and the funds went towards the building of the rainwater harvesting system at the school in Sarisambo.

Based on this success, we took the concept to new partner, Abnormal Security and ran a repeat of the campaign, which generated an additional \$1,500 for SEED.

Working with our partners is proving to be truly successful and a unique way of building relationships.





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## Holiday Giving

In December 2023, Teneo's Northern Virginia team embraced the spirit of giving. The group formed four teams and, armed with the wish lists from Windy Hill Foundation Inc., shopped for holiday gifts for 28 local children. Windy Hill Foundation provides safe, decent, and affordable housing for low- and lower-income families in Loudoun and Fauquier Counties.

After the shopping sprees, the teams reconvened to transform the Teneo office into a festive workshop. They wrapped each gift with care, ensuring that every package radiated the warmth of the season.

Teneo proudly partnered with Wakefield School to ensure the fulfillment of a larger list of children's holiday wishes, to make a meaningful difference in even more young lives. After the rewarding and somewhat hectic day, the team gathered for a delightful meal, where the "winners" for best-wrapped gifts and best wish list story were announced. The prize for the winners was the donation of some benches to our SEED Madagascar bench-building campaign. Other colleagues from further afield were allocated a budget for their own holiday celebration as they were not able to attend on the day. More than one of those colleagues forwarded that budget straight to the school bench campaign!

What a fantastic team-building exercise for the group, combined with making a huge positive difference to children's lives, both in the US and in Madagascar.





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## Wakefield School Theatre

Over the past few years, Teneo has supported Wakefield School in The Plains, Virginia to transform a gym into a theater. This ambitious project was led by Teneo's CEO, Piers Carey who is also a board member at Wakefield School. Working alongside faculty and staff, Piers helped fundraise almost \$4M to complete the project. In addition, he led the task force to design the theater and project managed the build process. In the opening ceremony, Piers paid tribute to the donors who had made this project a reality, including Teneo for giving both time and financial support.



The theater has state-of-the-art equipment and hosts several productions a year. Since its opening, hundreds of children have experienced their first performance or have got involved in all aspects of technical theater.

## University of Virginia Parents' Program



Teneo supports the UVA Parents' Fund, which exists to enhance the student experience by supporting student clubs, academic enhancement programs, career services, and health and wellness initiatives. This has included support for the UVA Community Food Pantry, scholarships for exceptional students experiencing hardship, and the Rocket Club! Improving the lives of children around the world manifests itself in many different ways, and Teneo is proud to support UVA.

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## Goals Beyond the Net

Teneo is part of an initiative called Goals Beyond the Net and has sponsored Alexandre Makendiana in Haiti for a number of years. As well as school expenses, we also cover her school lunches to make sure she gets at least one good meal every day. In her most recent letter she expressed her gratitude for our ongoing support. She is doing well academically despite the difficulties in Haiti and her favourite subject is Biology because she likes to help people.



## Reading City FC



Having started our shirt sponsorship last season, the young soccer stars of Reading City FC are going from strength to strength. The team enjoyed fantastic success last time out, moving up two divisions in a single season, adapting well to playing seven a side on bigger pitches and working together as a team. The highlight was the first game in a higher division and winning 4-2 against a more established team. It helped to boost the confidence of all the players and confirmed to them that they were good enough to play at a higher level. Star player Harry said, "I can make friends that have the same interests as me. Winning so many matches has made us a closer team". Each player was pleased to receive a trophy at the end-of-season presentation in recognition of their efforts and success.



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# Volunteering

Teneo gives every employee a day each year to volunteer in their local community for a cause that means something to them. Our volunteer star of 2023 was consultant James Wise, who also contributed his own time to his volunteering allocation. A keen hockey player himself, James worked with North Wilts Hockey Club to promote the sport to local schools and provide a first opportunity for children to try it for themselves.

Teachers at the school helped organize the program for each day and ensured that any special needs were met. There were up to six sessions on each of the five days that James attended with different classes and age groups participating.

Each session consisted of basic training in holding a hockey stick, a first try with a ball and stick, and a lesson in passing and movement, followed by a series of small-sided games that were balanced and a safe space for a fun learning experience.

Between 25 and 36 children, ranging in age from five to ten, participated in each session. The group was mostly lucky with the English weather, although there were a few damp sessions and one slightly early finish to avoid a downpour.

Playing a team sport at this age is so useful for developing friendships, confidence, fitness, good physical and mental health and helping to make children more resilient for later life.....but mostly they do it because it's fun!





## 2023 in review

**14** MAJOR PROJECTS  
SUPPORTED

**£63,000** DONATED  
**(\$80,000)**

**862** CHILDREN'S LIVES IMPROVED  
THROUGH TENEIO INITIATIVES  
**(22,000)** TOTAL NUMBER TO DATE

## Looking forward

With hope and optimism, Teneio's Purpose Beyond Profit 2024 programs are set to continue. We focus on our aim to improve the lives of one million children around the world.

We've committed more funds to SEED Madagascar for a further school build and have grown our child sponsorship program with Humans for Education.

And no doubt, the Teneio team will come together, as it always does, to raise funds and awareness for a variety of global causes.



Thank you to our customers, partners, and employees who helped to make this year's initiatives possible.



[www.teneo.net](http://www.teneo.net)