

TENEO 'PURPOSE BEYOND PROFIT' REPORT

OPENING MINDS TO NEW POSSIBILITIES





A MESSAGE FROM PIERS CAREY, CEO

In Teneo's financial year from July 2021 to June 2022 we celebrated ten years of our formal CSR program. Prior to this formal program, Teneo would support various causes on a fairly ad hoc basis. But since 2011, we have been involved with a large number of significant projects with different partners. We've built and refurbished schools in Ghana, Uganda, Ethiopia, Sierra Leone and Madagascar. Renovated libraries. Supported health and training initiatives. And contributed to countless aid appeals related to natural disasters across the globe.

For our current financial year, I have led an initiative to make our newly termed 'Purpose Beyond Profit' efforts even more core to our identity, turning us into a purpose driven organization. Our business growth is spurred on by a passion for making a difference in the world. We know that the bigger we are, the more we can give back. And, as a fast-growing organization, we have the unique opportunity to be a force for good. Our long-term business goal is to become a trusted technology partner to 500 of the world's largest companies. And this is to create the funding for our purpose – to improve the lives of 1 million children across the world. It is an audacious goal that will take many years to meet. But it helps to galvanize the company and was met with overwhelming approval when I announced it at our kick-off meeting in July. Our commitment is that we will invest 1% of our revenue into Purpose Beyond Profit projects. There are some caveats around what is included, and it will take 3 years to fully meet this commitment. But, we are on the path and our activities in 2021 and 2022 have contributed to the goal enormously. Have a look at some of this year's work.

A handwritten signature in black ink, appearing to read 'P Carey'.

Our Purpose

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

That's why we've pledged to donate 1% of revenue to help improve the lives of 1 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.

The real passion at Teneo is for investing in education projects that will help some of the poorest people in the world to 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 Action Aid

ActionAid is an international charity working with women and girls living in poverty. ActionAid makes sure females are safe from harm and able to earn a living, prioritizing their rights and leadership during times of crisis. Teneo's association with ActionAid began in 2014 when we embarked on a 2-year, 8 classroom project in Ethiopia.



Following completion of the work, towards the end of 2015 we contributed to a new project in Sierra Leone, a country whose education and livelihoods had been severely disrupted by the Ebola outbreak and civil war. Here we built a school block and contributed to livelihood enhancements, working with the women of the community.

Through our involvement with ActionAid and its community of supporters, we became aware of a project called Changemakers, a small group of supporters that pooled resources in order to gain economy of scale and complete larger projects. When their work was completed, Teneo was invited to become part of the follow up Changemakers II and we jumped at the chance.

Progress on Changemakers II was reported in our previous annual Purpose Beyond Profit report. But in January 2022 we got the exciting news about the completion of the project, only delayed by a month, despite most of the 3-year project being carried out under heavy restrictions related to both the Covid-19 pandemic and civil unrest in Ethiopia.

Changemakers II was a 3-year project, with a group of 6 different supporters. The project started in 2019 and ran through to January 2022. Changemakers II aimed to help transform the education and life prospects of almost 6,000 women and children. Work was undertaken in the Semen Bench district of the Southern Nations, Nationalities and Peoples' Regional State of Ethiopia, in the southwest of the country. Teneo contributed a total of £99,000 to the project.

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Notable Achievements of the Changemakers II Project:

- 12 new classrooms have been built in 4 schools, benefitting nearly 3500 students.
- The classrooms were equipped with desks, chalkboards and chairs.
- Also 3 libraries were built with books and tables.
- All 4 schools have new latrine blocks with separate facilities for boys and girls.
- And 3 new wells were built to provide safe drinking water.
- 3 Savings and Credit Cooperatives have been set up, with 500 women trained to start up their own businesses. As of now 219 women have started to use the service and are going strong. The women were transferred just under £50 (\$75) each to set up businesses such as hen production and goat rearing and when they repay their loans the money will be used to help other women. To date there have been no defaults on the loans.
- In addition 8 adult literacy centres have been created with 400 participants.
- 4 Women's Watch Groups have been set up to help recognise, prevent and report violence against women and girls and provide assistance to survivors.

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 1 in 10 children die before the age of 5 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. In 2012, Teneo funded the repair and refurbishment of a school building. Between 2018 and 2020 Teneo funded the construction of 3 new school buildings, with 4 employees traveling to Madagascar to contribute to the construction work.

In early 2021, Teneo agreed to fund a new project with SEED in the remote Anosy region at Tsagnoriha Primary School. The existing school was desperately overcrowded, with only 1 classroom for 188 students and 7 teachers. Most students only attended school for half a day due to overcrowding. The oldest students would attend full time, learning in an abandoned storeroom. Unfortunately, both the storeroom and the school building leaked. Teacher absenteeism was an issue as well, due to long walks to the school and teachers being hired by a parent-teacher association rather than being government employed.

A number of challenges delayed the project, including lack of access to the site which necessitated the construction of a new bridge. But building continued through the year and in late August, we heard that the school was complete.





Painted and ready for use, complete with 4 latrines and a menstrual hygiene facility. In addition, two 10,000 liter rainwater harvesting systems were constructed, meaning the school had water during the Madagascar dry seasons. And, finally, a teacher's house was constructed for the headmaster's family and 2 teachers, aiming to improve teacher attendance.

In a follow up nearly a year later, we heard from SEED that the school has survived all of the cyclones and bad weather during the first few months of the year with no damage at all, and that it now has a government appointed teacher. All good indications of a thriving educational center that the local community, SEED and indeed us at Teneo are very proud of.

Following the completion of the school in Tsagnoriha, Teneo committed to another build in Emagnevy, just to the south. Completion is due in the later part of 2023 and includes a living fence that has been constructed around the school and an offset site of tree planting in order to make the entire build carbon neutral.



Carbon Neutral



Teneo was somewhat of an early adopter of carbon neutrality, having offset over 3500 tonnes of CO₂e (Carbon Dioxide Equivalent) that have been produced as a part of running our 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 June 2022 we offset another 312 tonnes of CO₂e that were produced in the previous year, working with a new partner Carbon Footprint. For this year we chose the “Energising India Using Solar Energy” project, which is a step towards supporting the implementation and installation of 5 grid-connected renewable solar energy power plants in India.

The main goal of the activity is to implement renewable energy projects in the country, and the significant importance of revenues from the sale of carbon credits to achieve this goal forms

the basis of the implementation. The total capacity of the project activity is 480 MW, and is expected to reduce emissions by around 850,000 tonnes of CO₂e each year.

Wakefield School Theater



Enthusiastic supporters of Wakefield School in Virginia, USA, gathered on the evening of Saturday, February 26, for the ribbon-cutting and dedication of the newly-completed George L. Ohrstrom Jr. Theater & Auditorium (GLO) on Wakefield's campus.

Teneo's CEO, Piers Carey, spearheaded the complex GLO renovation and personally oversaw its every detail, from start to finish. His passion for the theater and belief in the importance of the arts in school were behind his efforts and supported by Teneo's financial contribution towards the project.

Run to Refuge



Over the summer months of 2021, we learned about and supported a remarkable initiative, an activity called Run to Refuge, where Tom Crossland, from a village close to our UK office was planning to run 75 marathons in 85 days around the coastline of England and Wales. Tom was taking on this challenge of a lifetime in order to raise funds for the Tribe Freedom Foundation, whose mission is to eliminate Modern Slavery. Slavery was abolished in 1833 and it is estimated 13 million people were captured and sold as slaves between the 15th and 19th centuries. Now there are an estimated 40 million people that live in some sort of modern slavery, three times more than before slavery was abolished.

Moved by these stories and motivated by wanting to help make a difference, Teneo supported Run to Refuge in 3 ways.

Firstly, we provided some corporate sponsorship for Tom. Writing that check was probably the easiest part of our support!

Secondly, we joined Tom's virtual challenge where teams of up to 10 people could log miles they walk or run and join the virtual journey, plotting their position on the map as they go. So we got together a team of 10 and recorded all our efforts into the company's Strava group. 3 months later, Team Teneo had covered the most ground out of the 12 teams that signed up. The 10 of us walked or ran over 3,500km, completing the virtual course with ease and starting on a second lap!

And finally, Teneo colleagues, Cat Randall-Smith and Cathy Timmis joined Tom for sections of his run. And Rachel Head and James Hall accompanied Tom on 3 of the legs of his journey, both becoming Ultra Marathon runners in the process.



Humans for Education

Working 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.

In August 2021 Humans for Education ran an online Zoom event “Learn to cook: Village Chef Edition”. A chef from Maasai Mara, Kenya taught participants how to make a traditional recipe “Ugali”. 36 Teneo employees used the company bonus system to buy tickets to the event, raising \$360.

In further support, Humans for Education were the recipients of our most recent “Giving Tuesday” event, where a further \$1,500 was raised.



Exercise Club

Building on the strength of last year (literally!), in 2022, 46 Teneo colleagues logged 28,000 km of coverage across more than 5000 activities, exercising for more than 4000 hours. That's more than half way around the globe!

Activities included ultra marathons, marathons, triathlons and many Teneo fun events. Also cycling, pickleball, gym sessions, yoga, dog walking, sailing and splashing about in the sea!

Goals Beyond the Net

Teneo is part of an initiative called Goals Beyond the Net and continues to sponsor Alexandre Makendiana in Haiti. As well as school expenses we also cover her school lunches to make sure she gets at least one good meal every day. In the last year she has scored her first goal for her soccer team JUFC.

And on the topic of soccer, Reading City FC Athletic Under 7s now proudly wear a Teneo sponsored kit!



Cops & Kids

Teneo continued its annual donation to the Loudoun (Virginia) Fraternal Order of Police. This local organization raises funds for various charities. Their "Cops & Kids" program allows children a Christmas experience for those that might not otherwise receive one. The day includes a breakfast visit with Santa and an opportunity to shop for Christmas presents for themselves and their loved ones.

More than 175 retired and active members from the local police departments assist on the day. The holiday gifts are provided by funds paid through the organization's donations.

Miles for Mothers

Each year our customer Jhpiego runs an event called Miles for Mothers, a series of virtual walks and runs that aim to raise funds for initiatives in Africa that bring lifesaving care to vulnerable communities. Having supported the event in 2020, Teneo repeated that in 2022 by acting as a Gold Sponsor and also taking part in the activity. The funds were raised to renovate a health center in Dondo, Mozambique which had been forced to close following a cyclone in 2019. An 11 strong team from Teneo covered 227 running and walking miles helping Jhpiego to smash their fundraising goal, with the event as a whole raising \$53k.



Bonusly: Employee Giving

In early 2017 Teneo joined a programme called Bonusly. It is a platform that enables team members to instantly recognize colleagues for the things they do in helping Teneo achieve its goals. Everyone is allocated 100 points per month to give out, celebrating many different actions, achievements and efforts that are 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, either “standard” Bonusly charities or “custom” ones that Teneo supports. In 2022, Teneo colleagues donated over £5920 including:

- Paid for 171 Covid vaccines in developing countries
- Raised more than £1000 to Run to Refuge
- Raised £1400 for Shelter, a UK based charity helping the homeless
- Raised £150 for SEED Madagascar
- Raised \$400 to Miles for Mothers on top of our Gold Sponsorship
- Raised more than £2000 to the Disaster Emergency Committee for relief in Ukraine
- Raised £250/\$270 to other causes directly via Bonusly



THANK
YOU
TENEIO

2022 in review

| 10 MAJOR PROJECTS
SUPPORTED

| £48,000 DONATED
(\$57,500)

Looking forward

With hope and optimism going into 2023 Teneo's Purpose Beyond Profit programs are set to continue.

We focus on our aim to improve the lives of 1 million children around the world.

We've committed more funds to SEED Madagascar for a further school build.

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

20,000

NUMBER OF CHILDREN'S LIVES
IMPROVED THROUGH TENEO'S
EDUCATION INITIATIVES

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



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