

CORSEARCH

ESG Report 2024



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 2024 financial 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 over 150 cultures, with over 29 languages spoken by colleagues across 18 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 their use of 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 global leader in Brand and Content Protection, Corsearch can play a vital role in the global ESG agenda and particularly in the fight against counterfeiting.

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.

20m+

In 2024, we protected consumer trust by removing over 20 million instances of brand misrepresentation.

93%

compliance with social media platforms for counterfeit removal, thanks to our unique relationship with platforms.

Demanding change

Corsearch calls for change from major platforms such as Google and Cloudflare, to do more to protect consumers.



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

We are Corsearch

Our Vision, Purpose, Mission, Values and Strategic Priorities



Reducing Corsearch's environmental impact

- The role we will play in the future of our planet.



Build an inclusive culture of highly talented people

- Diverse talent sourcing & recruitment
- Communication & Engagement
- Equity, Diversity & Inclusion
- Management & Leader Development
- Retention of top talent
- Health & wellbeing & EAP
- Gender pay gap
- Meaningful work/fair pay



Building trust by governing with integrity

- Standards
- Best practice
- Governance
- Compliance

Outputs: Impact & Measure of success

Underpinning all we do



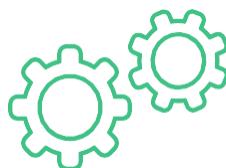
Standards



Best Practice



Corporate Governance



Compliance

Reducing our environmental impact

We are focused on reducing our environmental impact on the world and have an active plan in place to reduce Carbon Emissions in accordance with defined Science Based Targets (SBTi).

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 have introduced initiatives supporting the efficient use of natural resources by setting targets to reduce our overall energy usage. We are focused on our environmental impact and investing in sustainable business practices.

We annually assess our carbon footprint and have a clear action plan. In line with the Paris Agreement, we finalized a net zero plan in 2024, adopting science-based targets - including our Cloud migration CO2 reduction targets. Through 2025, these targets will be rolled out with tracking methodology and external expert support. As a UN Global Compact signatory, we report progress via annual COP and investor reports. We also track carbon reduction through Ecovadis and our OneTrust platform. Initial CSRD scoping is complete, although baselining and double materiality assessment is not immediately required for Corsearch.

In 2023, we reduced our office footprint, supported hybrid working, transitioned to electric vehicles, implemented recycling, and enhanced workspace sustainability. To further our efforts, during 2024 we implemented a new Travel & Expenses (T&E) platform with a view to start tracking for reduction of emissions and costs, ensuring more efficient and environmentally responsible travel practices.

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 are establishing an official CSR day to further support colleagues' environmental efforts.

To track and monitor supply chain sustainability, we have now included an ESG statement in all supplier agreements. Through 2025, we will reinforce tracking measures for suppliers over \$10k and offer ESG training to our buyers to ensure alignment with our sustainability goals, mitigate risks, and promote responsible practices, enhancing our overall ESG impact. 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 2024 v Targets



CO2 Logic - Establish baseline and targets to show progress



SBTi targets defined with action plan to improve performance



TC-SI-130a.1, Scope 1,2,3, GHG intensity - PAI EU SFDR decreases

Enhancing our social impact

Building an inclusive culture of highly talented people

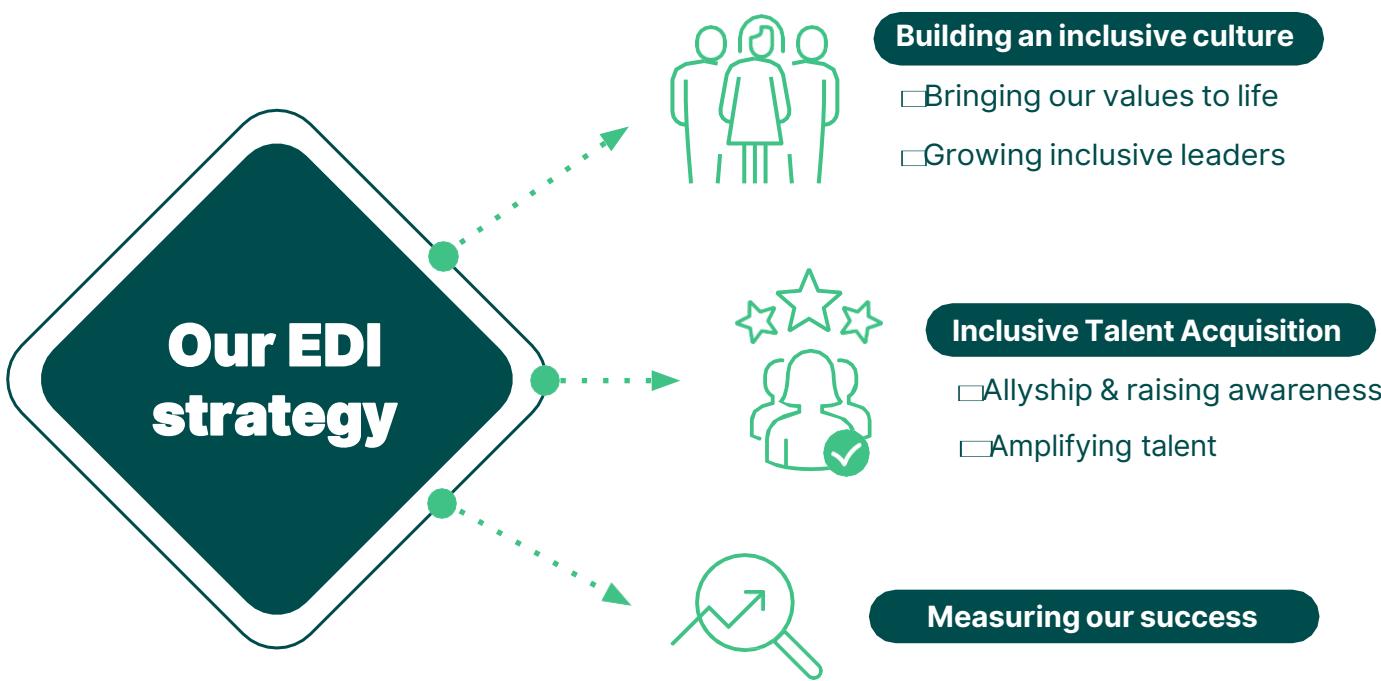
At Corsearch our impact is greatest when we work together - whether with our colleagues, or with all our customers.

We are committed to:

- Building diverse teams, and actively managing for inclusion to achieve the best outcomes
- Owning our points of view; we share, engage and debate openly and respectfully to find the best solution
- Maximising our impact through close collaboration with our colleagues and customers as a community with shared interests and goals

Our Diversity and Inclusion 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 full measures and tracking of progress in place.

In 2024, 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.



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 2024 v Targets



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



100% of recruiting managers trained in inclusive recruitment by 2024



Training available to 100% Managers e.g. annual People Leader Network recruitment session and through the People Leader Essentials Workshops and Essentials online Hub



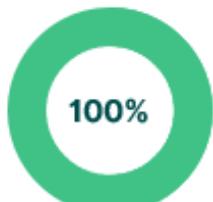
D&I - Statistics and Strategy in place



eNPS 8+ across all countries by 2025



Health and Wellbeing programme in place. EAP available to all



Gender pay gap report by country in place and improves YoY



All roles are designed to provide quality jobs, meaningful work, benchmarked and aligned with strategic priorities

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 2024
- 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 58 (an increase of 2 points from 2024). We will continue to focus on increasing our performance in ESG against our peer group, to regain the Bronze level award (or higher) in 2025.

During 2024, we actively engaged with the CSRD Regulation requirements to identify how we can support our clients and customers through our brand protection solutions to address their CSRD risks and obligations.

Progress to 2024 v Targets



Achieve advanced level Ecovadis (score>65) by 2026 – focus on reporting annually + aligned to standards



Key policies and codes in place by Dec '24 and training in place



Internal controls in line with best practice and tracked monthly



CORSEARCH

Questions?

Email: peopleteam@corsearch.com

1 Carey Lane, London EC2V 8AE

We Are Corsearch

#Together, wemakeanimpact

#Trustisthefoundation

#Passionateaboutourwhy