



Environmental, Social and Governance (ESG)

2024 Impact Report

Interim Update published Feb 2025

Introduction from our CEO

I am pleased to introduce this Interim Update to SteelEye's 2024 Environmental, Social, and Governance (ESG) Report, which reaffirms our commitment to environmental protection, social responsibility, diversity and inclusion, and the development of sustainable business practices.

For us, exhibiting ESG leadership means gaining and maintaining the trust of our team members, partners, investors and clients. We take great pride in our relationships and choose to be accessible, open and transparent.



Matt Smith - CEO

At SteelEye, we focus on a targeted set of ESG priorities that we believe can make an impact, all covered in this report. While we acknowledge that we still have a way to go in our ESG efforts, we are proud of our impact to date:

→ **33** eNPS

Our eNPS score is 33 and measures employee loyalty and satisfaction. This compares to a worldwide median score of 10 among Series B companies.

→ **8.97** /10

Score for how well our people think the company cares for their wellbeing. This compares to an industry benchmark of 8.53.

→ **8.7** /10

Score for how well our people believe their manager cares about their opinions. This compares to an industry benchmark of 8.38.

→ **56** /100

Our EcoVadis score, awarded in February 2025.

→ **\$35k** +

Amount raised for corporate charity partner ALTSO since 2017.

The decision to circulate this report is derived from our dedication to business integrity and enables SteelEye to:

- communicate its sustainability agenda to stakeholders;
- reflect on the results of our global initiatives;
- identify challenges and opportunities; and
- highlights our plans to evolve and expand our ESG commitments.

I am proud of our commitment to deliver our inaugural ESG report in 2024 and our continued dedication to a sustainable, equitable future.

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Our Approach to ESG

At SteelEye, we believe that sustainability and wellness are not just initiatives — they are fundamental to how we operate and grow.

Caring for the environment, supporting our communities, and fostering a culture of well-being are integral to us and to our values.

Our Values: Driving Our ESG Commitments

Our values reflect who we are as a business and as individuals. They guide the way we act, communicate, and make business decisions. By living and breathing these values, we make ESG a priority, ensuring that sustainability and wellness remain central to everything we do.



ENTREPRENEURSHIP

Our entrepreneurial spirit drives us to identify initiatives that reduce environmental impact and promote wellness. This proactive mindset ensures we continually find better ways to align our business practices with ESG goals.



EXCELLENCE

Our commitment to excellence pushes us to set high standards in every aspect of our work, including sustainability and community impact. By striving to be the best, we lead by example in embedding ESG considerations into our operations.



COURAGE

Courage empowers us to challenge conventional approaches and embrace bold ideas that prioritize ESG outcomes. From adopting greener technologies to rethinking how we support well-being, we continually push the boundaries to do better.



INTEGRITY

Integrity is at the heart of our platform and our actions. By maintaining transparency and ethical standards, we ensure that our ESG efforts are meaningful, measurable, and aligned with our mission to promote trust and responsibility.



COLLABORATION

Collaboration is key to building a sustainable future. By fostering open and honest communication internally and with our clients, we create partnerships that drive impactful ESG initiatives and amplify positive change.



Our Commitment to ESG

We are committed to working transparently, aligning with the ESG priorities of our clients, investors, employees, and the local communities where we have a presence.

Our dedication to sustainability and wellness is reflected in our proactive approach to ESG across our global offices and our ongoing efforts to minimize our environmental footprint. We recognize that this is a continuous journey—one that values progress over perfection.

While there are countless priorities in the realm of ESG and wellness, we focus on impactful initiatives that drive meaningful change. Globally, SteelEye promotes ESG efforts through thoughtful, action-oriented programs designed to make a difference where it matters most:

ESG STEERING COMMITTEE

Our dedicated forum for fostering fresh ideas, addressing relevant topics, and ensuring SteelEye remains proactive in meeting its ESG responsibilities.

TWO-WAY INPUT

We intend for our commitment to ESG to be a continuous effort built on over time. We welcome our team members to continuously submit ideas and opinions so that we can improve our environmental impact.

DEI INITIATIVES

Through regular pay analysis and targeted remediation, we work to ensure equal pay across our company, actively addressing systemic inequalities and fostering a fairer workplace.

UPSKILLING AND LEADERSHIP DEVELOPMENT

We invest in training and development programs to equip employees with the skills they need to thrive. By focusing on creating opportunities for underrepresented groups, we aim to build tomorrow's diverse leaders.

MENTAL WELL-BEING INITIATIVES

Supporting mental health is a key part of our commitment to wellness. We offer resources, training, and initiatives designed to promote mental well-being and create a workplace where everyone feels valued and supported.

SUSTAINABLE PRINTING, RECYCLING & MERCHANDISE

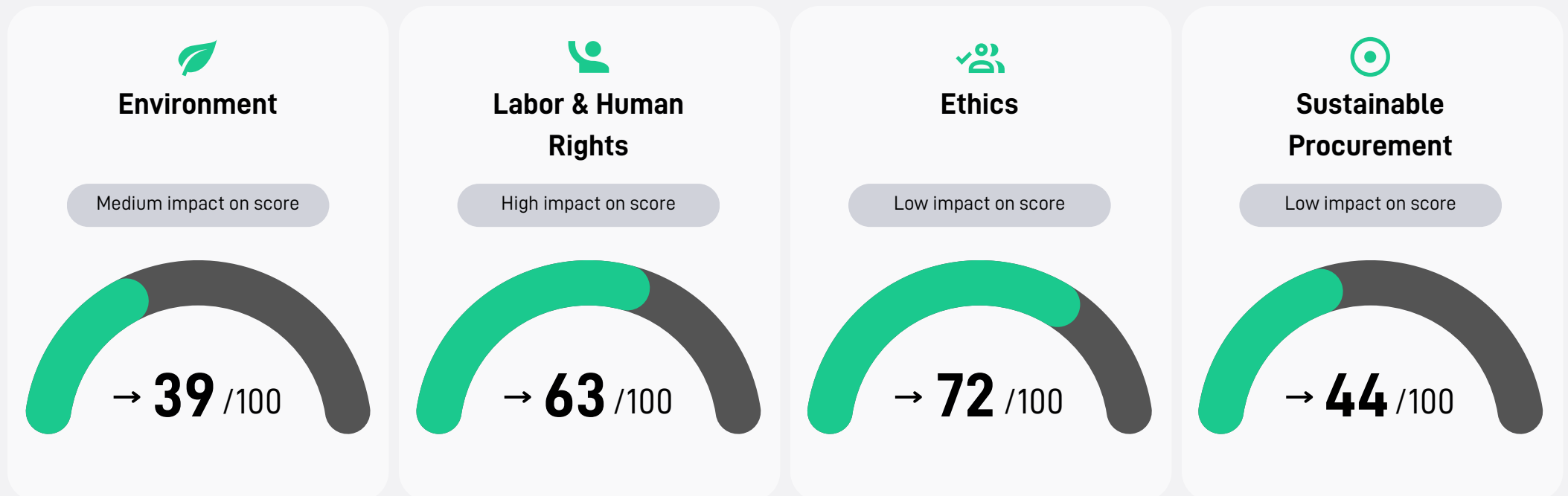
We are committed to sustainability through eco-friendly printing, responsible recycling, and conscious merchandising. From reducing waste to ethical sourcing, we prioritize practices that minimize our environmental impact.

CHARITY ENGAGEMENT

Giving back is core to who we are. We engage with local charities through donations, volunteer programs, and community partnerships, driving meaningful social impact in the areas where we operate.

We utilize EcoVadis, a globally recognized sustainability assessment platform, to benchmark our practices and drive continuous improvement.

We have achieved the following EcoVadis scores, awarded in February 2025, which have played a pivotal role in informing our ongoing ESG priorities. As part of our commitment to continuous enhancement, we aim to improve our performance across all categories in our December 2025 submission.





Environmental

Sustainable Printing, Recycling & Merchandising

At SteelEye, we are passionate about sustainable practices across all our business areas.

We are dedicated to reducing our environmental footprint and promoting sustainability, and this includes our printing, recycling, and merchandise. Our approach emphasizes conscious decision-making, ethical sourcing, and reducing unnecessary waste.

THINK BEFORE YOU PRINT

We are dedicated to fostering a paperless work environment, encouraging employees to print only when absolutely necessary. Before printing, we ask everyone to pause and consider whether a digital alternative can meet the need, helping us minimize waste and conserve resources.

REDUCE, REUSE, RECYCLE

We strive to use resources responsibly by reducing waste, reusing materials whenever possible, and recycling efficiently.

CONSCIOUS MERCHANDISING

We select high-quality, reusable items people value, avoid wasteful one-time-use products, and partner with sustainable, ethical, and often local suppliers.



Our London based corporate merchandise partner plants 10 trees for every order over £500.

The background of the image features a photograph of several hands stacked on top of each other, symbolizing teamwork or support. This image is overlaid with a semi-transparent green filter. On the right side of the image, there are large, concentric, light-green circular arcs that create a sense of motion or a target. The word "Social" is centered in the image in a white, bold, sans-serif font.

Social

Diversity, Equity, Inclusion and Belonging

At SteelEye, we have a Diversity, Equity, Inclusion, and Belonging (DEIB)* program that shapes and drives the strategy forward across the organization.

We are dedicated to fostering a workplace that offers equal opportunity and is free from unlawful discrimination based on race, gender, pregnancy, maternity, marital or civil partnership status, gender identity, disability, religion, beliefs, age, or sexual orientation.

Our commitment to fairness, diversity, and inclusion drives us to:

- Treat everyone with respect and dignity.
- Celebrate and encourage the sharing of cultural experiences and identities to promote mutual learning.
- Cultivate a collaborative environment where diverse perspectives are welcomed, valued, and respected.
- Address equity imbalances within the organization with intention and accountability.

By embracing these principles, we strive to create a workplace where everyone can thrive.

Currently, women make up 20.5% of SteelEye's workforce—a figure we are dedicated to increasing year on year. By 2025, we also aim to enhance the diversity data captured in our HRIS to enable more robust reporting and actionable insights for continued progress.

*To track progress on our ESG commitments, we utilize our Human Resources Information System (HRIS) to source and analyze DEI data, ensuring full compliance with data protection regulations.

20.5%

Percentage of women employed at SteelEye (as at 29th Nov 2024).



To uphold our DEIB commitments, we have implemented various initiatives to foster diversity and inclusion, including:

INTERNATIONAL WOMEN'S DAY

We proudly celebrate International Women's Day each year to honor the contributions of women in our male-dominated industry. Through events and initiatives, we foster dialogue on key challenges and opportunities for achieving gender equity while amplifying the importance of inclusion.

WOMEN IN FINTECH BREAKFAST

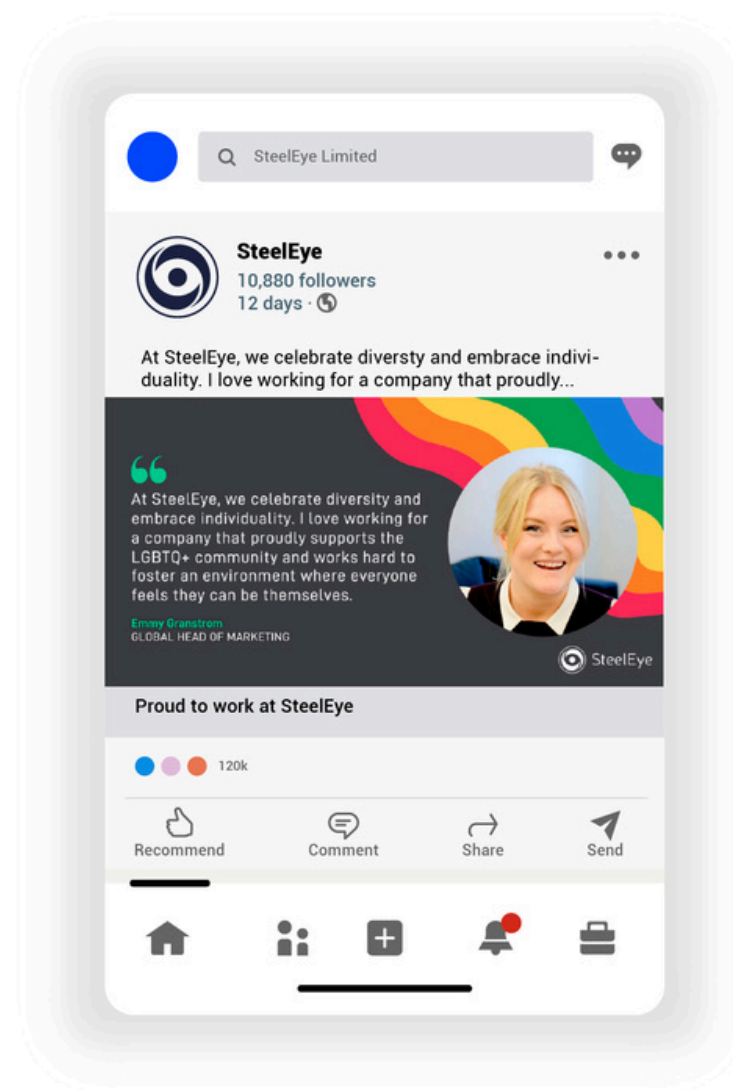
We organize thought leadership events, such as the Women in FinTech Breakfast, to highlight and showcase senior female compliance professionals. These events provide a platform for connection, shared insights, and fostering a culture of inclusion within the financial services sector.

STEELEYE WOMEN'S NETWORK

We have established a SteelEye Women's Network, an internal forum that meets bi-monthly to address critical workplace issues affecting women. This initiative supports personal growth, collaboration, and advocacy, reinforcing our commitment to gender diversity.

PRIDE

We proudly support Pride Month as part of our ongoing commitment to diversity and inclusion. This is reflected in our public advocacy through social media and internal engagement via employee communications. While we emphasize year-round support for LGBTQ+ diversity, Pride Month provides an important opportunity to celebrate and amplify our commitment to fostering an inclusive workplace and community.



CASE STUDY: Katie Squire – Advancing Diversity in RegTech

At SteelEye, fostering diversity and inclusion is integral to who we are. Women like Katie Squire, a Project Manager in our London office, exemplify the impact of our commitment to empowering women in the traditionally male-dominated industry we operate in.

Katie has played a key role in establishing SteelEye's Project Management Office, and thrives in SteelEye's dynamic scale-up environment, where the rapid pace of growth and innovation fuels her motivation.

"Working at SteelEye means being part of a fast-paced, forward-thinking environment that keeps me inspired every day."

Katie acknowledges the challenges of being a woman in a male-dominated industry but sees them as opportunities to foster growth and bring diverse perspectives to decision-making processes. Her experience highlights the importance of building networks and promoting inclusive collaboration to create a supportive workplace culture.

Katie advocates for actionable steps to promote gender equity, such as mentorship programs, flexible work policies, and initiatives to develop diverse talent into leadership roles. These measures, she believes, are vital to creating workplaces that are both equitable and inclusive.

"Companies must focus on diversity, equity, and inclusion goals while fostering a culture that values diverse perspectives and supports a better work-life balance for all."

"My unique perspective as a woman allows me to bring diversity of thought to the table and help drive decision-making at SteelEye."



Building a Vibrant Community

At SteelEye, we believe a strong culture and sense of community are vital to creating a positive, inclusive, and productive work environment.



eNPS

33

Employee Net Promoter Score* measures employee loyalty and satisfaction. (Benchmark: median score 10 among worldwide Series B companies).

* eNPS is calculated by subtracting the percentage of employee detractors from the percentage of promoters

Our commitment to culture goes beyond the office, prioritizing the well-being of our employees and fostering meaningful connections with the communities where we operate. To strengthen these bonds, we organize a variety of initiatives throughout the year that bring our team together in enjoyable and impactful ways:

BRING YOUR KIDS TO WORK DAYS



These special days allow employees to share their work environment with their families, creating a sense of inclusion and connection.

FESTIVE MEALS



We host celebrations for relevant holidays like Christmas, Thanksgiving and Diwali to foster camaraderie and appreciation among colleagues.

ANNUAL SUMMER PARTY



A highlight of the year, our summer party provides an opportunity for the SteelEye family to unwind, celebrate achievements, and strengthen team spirit in a relaxed setting.

Mental Wellbeing

Our people are the heartbeat of our organization. Their wellbeing is essential to our continued growth and success.

That's why we are committed to promoting, maintaining, and supporting the health and safety of every team member, and we are proud to say that our Mental Wellbeing Data exceed industry benchmarks. We are dedicated to prioritizing the mental wellbeing of our employees and have implemented various initiatives to foster a supportive environment, including:

Annual Employee Surveys:

Regularly gathering insights* on mental health to understand and address employee needs.

Mental Health Awareness Communications:

Sharing resources and fostering open conversations to reduce stigma.

World Mental Health Day:

Offering all employees access to three expert-led talks on Anxiety, Depression, and Self-Care.

Looking ahead, we are committed to enhancing our support by investing in dedicated mental health resources, ensuring comprehensive care for our teams globally.

*To track progress on our ESG commitments, we utilize our HRIS to source and analyze wellbeing data, ensuring full compliance with data protection regulations.

→ **8.97** /10

The average score for employees feeling empowered to take time out when needed. (industry benchmark: 8.35)

→ **8.97** /10

The average score reflecting how well SteelEye cares for employee wellbeing. (industry benchmark: 8.53)



Work Experience

We take pride in offering meaningful opportunities for individuals to gain valuable industry experience at SteelEye.

Our Work Experience Program, available across some of our global offices, offers structured internships and university placement roles designed to bring more young talent into the industry. This program equips participants with essential skills, hands-on experience, and insight into career opportunities within SteelEye, reinforcing our commitment to nurturing talent and driving industry growth worldwide.

Aligned with our efforts to tackle industry diversity challenges at a grassroots level, this initiative supports the development of a more inclusive and representative workforce for the future. In 2025, we are excited to expand our work experience program to all our global locations, creating broader access to hands-on learning and career growth.



19 interns

hired in Bangalore
office since 2022

42 %

transitioning to
permanent roles

1 Year in Industry

student hosted in London
between 2023 and 2024

CASE STUDY: Vaishnavi

At SteelEye, we understand the importance of providing students and early-career professionals with the opportunity to gain hands-on experience in a dynamic work environment. Vaishnavi, a fourth-year Computer Science Engineering student from Delhi, India, joined SteelEye as an intern in the data integration team in 2024 and shared her journey with us.

INTERNSHIP EXPERIENCE

Vaishnavi joined SteelEye's data integration team, where her role involved transforming and ingesting client data into a structured schema. Within just four months, she saw significant personal and professional growth, highlighting the collaborative and innovative environment at SteelEye as a key factor in her positive experience. Vaishnavi appreciates the approachability of her colleagues, noting how diverse ideas were integral to the team's success.

After excelling in her internship, Vaishnavi was offered a permanent position at SteelEye. This transition underscores the value of SteelEye's work experience programs. By fostering talent and recognizing potential, we ensure that emerging professionals like Vaishnavi can grow with the company.

IMPACT

SteelEye's work experience opportunities equip emerging talent like Vaishnavi with the support and resources for professional growth. Her journey highlights our commitment to fostering young talent and providing a collaborative environment where new ideas thrive.

"One thing I really like about working at SteelEye is that people here are really approachable, and everyone is open to brainstorming ideas."



Health and Safety

We are committed to maintaining a safe and healthy workplace for all employees and partners.

1 day

Average sickness per employee per year in a rolling 12-month period to November 2024. Substantially below the industry average.

We adhere to health and safety policies and legal requirements specific to each region where we operate, ensuring everyone is well-informed and protected.

We foster a culture of openness and encourage employees to raise health and safety concerns. All incidents, near-misses, or personal injuries should be reported promptly. This collaborative approach helps us continually enhance our workplace environment and uphold the highest safety standards.

Learning and Development

We are committed to empowering our employees with opportunities for growth and development.

10 hours

Per employee per year

Our target in terms of mandatory and skills training.

To do this, we offer both formal training programs and informal learning experiences. By providing these opportunities, we aim to not only enhance individual career growth but also build a more diverse and inclusive leadership pipeline for the future.

Formal Training

We've hosted management training programs designed to equip SteelEye's next generation of leaders with the skills they need to succeed. Recognizing the importance of addressing inequalities at management and board levels, we actively invest in diverse talent at the grassroots level by fostering leadership capabilities early in employees' careers.

Every employee also has access to an individual training budget, empowering them to pursue courses and professional development opportunities aligned with their interests and career aspirations. Our new training platform Ethena will be able to track departmental and individual training which will provide a more accurate view of training hours per year.

Informal Training

We cultivate a culture of continuous learning through initiatives such as Lunch and Learns, where team members share insights and knowledge in an interactive and collaborative environment.

Combatting Modern Slavery

We are unwavering in our commitment to eradicating modern slavery in all its forms.

Our zero-tolerance approach extends not only to our organization but also to everyone we work with and every partner in our supply chain. To strengthen this commitment, we will introduce a new supplier questionnaire in 2025 to ensure that all our suppliers align with our values and adhere to ethical labor practices. This initiative will reinforce our dedication to human rights and embed our principles throughout our operations and partnerships.



Charity Engagement

At SteelEye, we believe in the power of giving back and supporting causes that align with our values.

Through partnerships, fundraising efforts, and employee-led initiatives, we are proud to support charities that create meaningful, positive change. Building on this commitment, we will introduce a Volunteering Policy in 2025, enabling team members to dedicate a number of working days each year to volunteering for causes they are passionate about. This initiative reflects our dedication to empowering employees to make a difference both within and beyond the workplace. Here are some examples of charitable initiatives we have engaged in over the years:

ALTSO:

We are long-term supporters and corporate sponsors of A Leg To Stand On (ALTSO), a charity dedicated to providing life-changing orthopaedic care, including prosthetic limbs and wheelchairs, to children in developing countries who are living with limb disabilities. See our case study on the work we have done with ALTSO below.

MACMILLAN COFFEE MORNING:

In 2024, our team organized a bake sale to participate in the World's Biggest Coffee Morning, raising funds for this esteemed organization.

SOCIAL BITE'S TREE OF KINDNESS:

In December 2024, we participated in Social Bite's "Tree of Kindness" initiative, donating gifts to those in need. Social Bite, a UK-based charity dedicated to ending homelessness, organizes the annual "Festival of Kindness" during the festive season. A central feature of this initiative is the "Tree of Kindness," a large Christmas tree installed in various city centers, encouraging the public to donate gifts for those in need.

WEST SIDE CAMPAIGN AGAINST HUNGER:

For three consecutive years, we have participated in the West Side Campaign Against Hunger's Healthy Foods Holiday Challenge, which provides Thanksgiving meals to 16,000 New York families in need.

→ **\$35k +** £35,000+ raised for ALTSO since 2017

→ **70** children provided with life-changing prosthetic limbs, orthotic braces, and appropriately fitted wheelchairs



CASE STUDY: Supporting ALTSO

Changing Lives Through Mobility



Since 2017, SteelEye has raised \$35,000+ for A Leg To Stand On (ALTSO), providing over 70 CoolKids with life-changing prosthetic limbs, orthotic braces, and appropriately fitted wheelchairs.

From joining ALTSO to Rock For Good at ALTSO's annual Rocktoberfest events, to moving with ALTSO during Mobility Awareness Month, SteelEye's support has raised awareness on the critical need for greater access to high-quality mobility care.

MEET RAKSA

A CoolKid for over a decade at ALTSO's program in Cambodia. Raksa is always thinking of others. Now 17, Raksa is in her final year of high school. Her hometown no longer has a primary school teacher. It is Raksa's dream to return home to teach, ensuring that future generations have access to the education they deserve. With SteelEye's support, we'll continue providing Raksa with the annual care she needs through the age of 21. Thank you for making an important difference.

"We are so grateful for SteelEye's loyal partnership and extraordinary commitment to empowering our next generation. Together, we're providing the fundamental tool needed to break the cycle of poverty, the dignity that comes with living self-sufficiently, and the basic freedoms that every child deserves."

Gabriella Mueller-Evrard - ALTSO's Executive Director





Governance

Ethics and Compliance

At SteelEye, integrity and ethical conduct are at the core of how we operate. We are committed to fostering a culture of accountability, trust, and transparency by embedding ethical principles into every aspect of our business. Our Code of Conduct outlines the expectations for all employees, partners, and stakeholders, serving as a cornerstone of our commitment to upholding the highest standards of professional behavior.

Key Elements of Our Ethics and Compliance Framework

- **Conduct and Ethical Behavior**

Our Code of Conduct sets clear expectations for professional and personal behavior within the organization. It emphasizes the importance of fairness, respect, and compliance with legal and regulatory requirements in every interaction and decision.

- **Whistleblowing Procedures**

We provide a secure and confidential channel for employees to report unethical behavior, misconduct, or violations of company policies. Our whistleblowing process ensures that concerns are taken seriously, investigated thoroughly, and addressed with appropriate actions while protecting whistleblowers from retaliation.

- **Anti-Bribery and Corruption**

SteelEye maintains a zero-tolerance policy toward bribery and corruption. We adhere to stringent anti-bribery measures to ensure compliance with relevant laws and regulations, safeguarding the integrity of our business operations and partnerships.

Ongoing Initiatives to Promote Ethical Behavior

- Regular training and awareness programs to ensure all employees understand and uphold the principles outlined in our Code of Conduct.
- Periodic reviews and updates to our policies to reflect evolving regulatory landscapes and best practices.
- Open communication channels to encourage transparency and collaboration in addressing ethical concerns.



Risk Management

We prioritize proactive and effective risk management to ensure the resilience and sustainability of our business operations.

Our approach encompasses financial, operational, and ESG-related risks, ensuring we can identify, assess, and mitigate potential challenges while safeguarding the interests of our stakeholders.

Our Risk Management Framework

Risk Identification

We maintain a structured process to identify risks across all areas of the business, from financial stability and operational efficiency to ESG factors.

Mitigation Strategies

Once risks are identified, we implement tailored strategies to minimize their potential impact. These include financial controls, operational safeguards, and ESG-focused measures such as adhering to compliance requirements, promoting diversity, and reducing our environmental footprint.

Financial Risks

We employ robust financial controls and conduct regular audits to ensure stability and compliance with relevant regulations. These measures help safeguard our financial health and resilience.

Operational Risks

To maintain operational continuity, we have detailed business continuity plans, cybersecurity measures, and scalable systems.

Embedding Risk Awareness

Risk management is not confined to a single department; it is embedded across our organization. Employees at every level are trained to recognize and escalate potential risks, fostering a culture of accountability and vigilance.

Data Protection and Security

We maintain a robust security framework to ensure the protection of data, recognizing their critical importance in maintaining trust and compliance.

Our comprehensive approach encompasses stringent data protection policies and robust security measures to safeguard sensitive information.

Data Protection

We are committed to upholding the highest standards in data protection, ensuring that the personal data of clients, partners, job applicants and team members are handled in accordance with location-specific data protection laws. All employees are required to complete relevant data protection training, including a General Data Protection Regulation (GDPR) course. Completion of this training is mandatory and monitored to ensure compliance and awareness of data protection obligations.

Security Measures

SteelEye has established a comprehensive security framework designed to protect data and operations. Key components include:

- **Certifications**
We maintain ISO 27001 compliance and SOC 2 accreditation, underscoring our commitment to excellence in security practices. These certifications validate our adherence to stringent security protocols and best practices, ensuring that data is handled with the utmost care and integrity.
- **Penetration Testing and Vulnerability Assessments**
We conduct thorough penetration testing and vulnerability assessments to rigorously evaluate the security of our platform, identifying and mitigating potential risks proactively.
- **Data Encryption**
All client data is encrypted both in transit and at rest, safeguarding sensitive information and ensuring confidentiality and integrity.
- **Disaster Recovery and Resilience**
Our robust disaster recovery strategies and multiple failover mechanisms guarantee uninterrupted service, ensuring operational continuity even in the face of adversity.
- **Centrally Managed Workstations**
We enforce strict IT security policies through centrally managed company workstations, ensuring consistent application of security measures across the organization.

Open Communication

At SteelEye, we believe that transparent and consistent communication is the foundation of strong governance and employee engagement. Our commitment to open communication is demonstrated through regular initiatives:

COMPANYWIDE TOWNHALLS

The SteelEye Leadership Team hosts quarterly townhalls to share updates on key achievements, upcoming objectives, financial performance, and progress toward company goals. These sessions also provide a platform for employees to raise questions, fostering a two-way dialogue between leadership and staff.

CEO COMMUNICATIONS

In between townhalls, Matt Smith, our CEO, keeps employees informed with regular updates on key business developments and decisions from the Leadership and Extended Leadership Teams, ensuring alignment and clarity.

INTERNAL COMMUNICATIONS

Dedicated functions manage all internal communication channels. Our weekly newsletter provides updates on new hires, events, media coverage, and ongoing initiatives, keeping employees connected and informed.

→ 8.7 /10

The average score for people at SteelEye believing their manager cares about their opinions (industry benchmark 8.38)

→ 8.14 /10

The average score for people at SteelEye feeling that the firm values open and honest communication (industry benchmark 7.67)



Commitment to our Clients and Investors

We share a mutual commitment to ESG with our clients and investors, recognizing the importance of transparency and accountability in addressing these critical initiatives. As part of our dedication to these shared values, we actively work to provide the information and insights our stakeholders need to make informed decisions and track progress on ESG priorities.

Our ESG Reporting Commitments

We have embedded ESG considerations into our stakeholder relationships by incorporating reporting obligations into our contracts. These include:

- Supplier Diversity Scorecards
- Diversity and Inclusion Reports
- Corporate Social Responsibility (CSR) Questionnaires

We are committed to delivering these reports in a timely and accurate manner, ensuring our stakeholders have actionable data as we continue to scale.

Continuous Improvement in ESG Reporting

Understanding that robust reporting is essential, we proactively identify gaps in our ESG data and collaborate across the business to address them. By engaging with various functions, we develop comprehensive plans to gather, analyze, and present data that is meaningful and impactful for our clients and investors.

Leadership and Accountability in ESG

At SteelEye, our commitment to ESG priorities is underpinned by the establishment of an ESG Steering Committee. This diverse group, comprising C-level leaders and representatives from various functions across SteelEye, brings a wide range of perspectives to discussions on key ESG initiatives.

Looking ahead, the Steering Committee will serve as a cornerstone in shaping SteelEye's ESG strategy—driving innovation, identifying areas for growth, and implementing meaningful actions that reflect our long-term goals.

Future Focus

This report marks the beginning of an evolving journey at SteelEye as we commit to advancing our ESG goals.

Our vision is not only to inspire positive change within our organization but also to strengthen our relationships with external stakeholders—suppliers, customers, and investors—through greater transparency and collaboration.

Building an impactful ESG policy begins with a strong foundation. While we acknowledge there is always more to achieve in advancing our ESG efforts, this report and the initiatives we've undertaken reflect our steadfast commitment to this critical area.

As our organization evolves, so will our ESG strategies, growing in sophistication and impact year after year. By establishing this solid groundwork, we ensure that our focus is seamlessly aligned with our dedication to environmental stewardship, community engagement, and robust governance practices, keeping these values at the heart of everything we do.