



2026 SUSTAINABILITY REPORT

**Delivering Measurable Impact for  
Our Planet, People, Customers and  
Communities**

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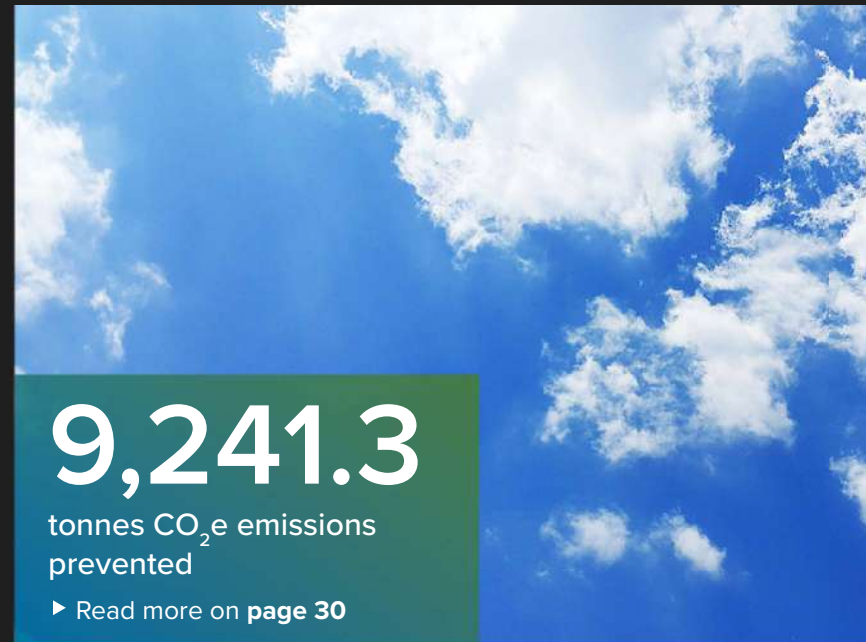
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# HIGHLIGHTS FROM THE YEAR



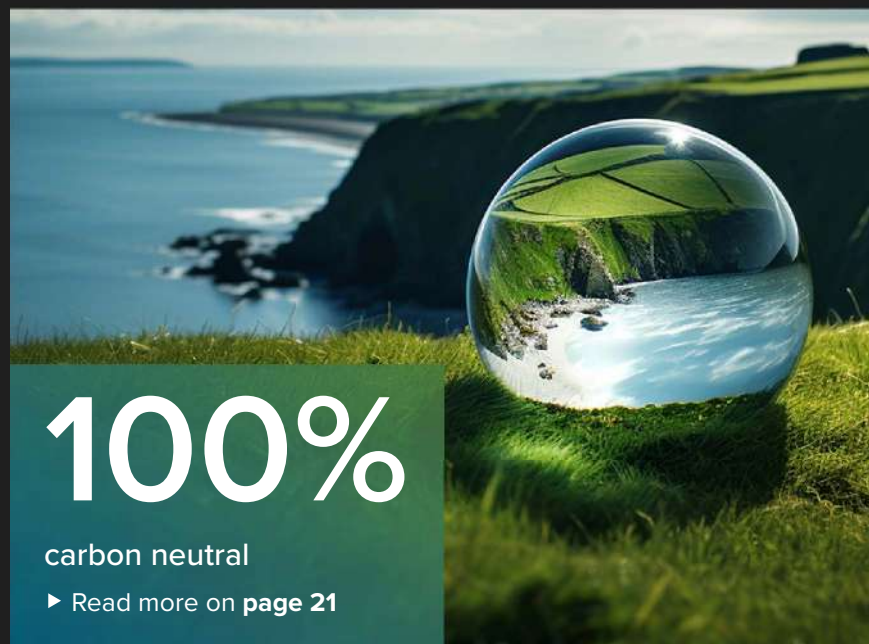
**90%**  
customer satisfaction  
▶ Read more on [page 19](#)



**9,241.3**  
tonnes CO<sub>2</sub>e emissions prevented  
▶ Read more on [page 30](#)



**50+**  
devices donated to charity  
▶ Read more on [page 12](#)



**100%**  
carbon neutral  
▶ Read more on [page 21](#)



**91%**  
employees feel a sense of teamwork  
▶ Read more on [page 38](#)



**Top 15%**  
EcoVadis sustainability rating  
▶ Read more on [page 29](#)



A MESSAGE FROM THE CEO

# Shaping Sustainable Futures

**Environmental sustainability remains central to Vyta’s business. Since 2001, our ITAD and IT Lifecycle Management services have focused on extending the lifespan of IT equipment and reducing electronic waste.**

As the global push towards net zero accelerates and the shift to a circular economy continues, the need for measurable, transparent action has never been greater. In 2025, we have strengthened our focus on data-led reporting, accountability, and delivering real impact for our customers and partners.

Our ambition is clear: reduce our own environmental footprint, support customers in lowering theirs, meet growing regulatory demands, and continue to prioritise our people and communities.

Guided by the United Nations Sustainable Development Goals, and led by our ESG Committee and Executive Team, we continue to embed sustainability across every part of our business.

In 2025, we achieved carbon neutrality across all Vyta sites, including Frankfurt, and were awarded an EcoVadis Silver rating, marking meaningful progress in our sustainability journey.

“ ”

**Throughout 2025, we have strengthened our focus on data-led reporting, accountability, and delivering real impact for our customers and partners**

Philip McMichael, Chief Executive Officer, Vyta



# Our Vision, Mission & Values

## Vision

To be the global leader in secure IT Asset Disposition and Lifecycle Management in a net zero world.

## Mission

Collaborating closely with each other, clients and partners, our mission is to make it easier for organisations to deliver impact at every stage of their IT lifecycle with our secure, sustainable and compliant solutions.

## Vyta Values



### Sustainability

shapes our decisions



### Agility

drives our innovation



### Integrity

guides our actions



### Security

underpins everything we do

## We live by our vision, mission and values

Through our 'Values in Action' programme, we ensure that every interaction we have with each other, our customers and our communities is aligned with our core principles.



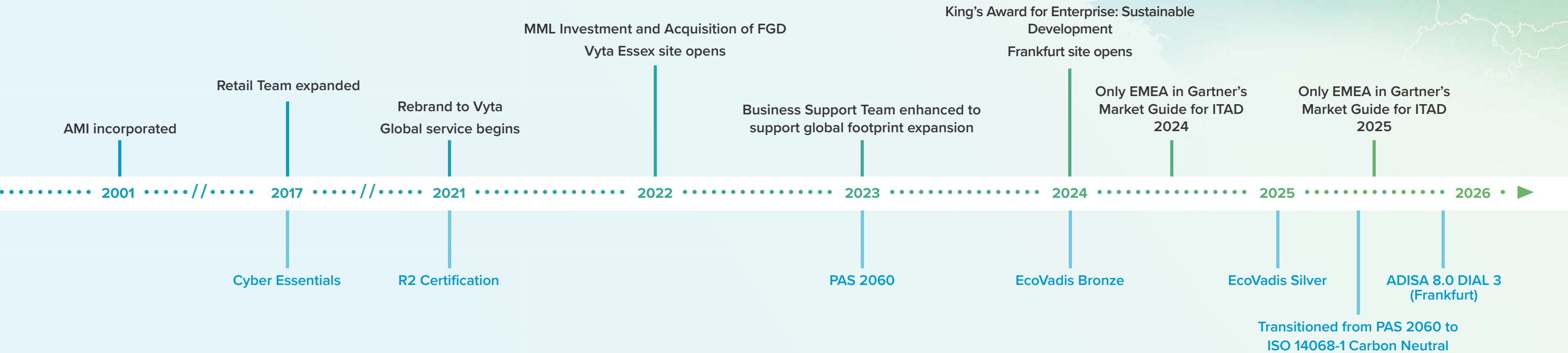


# Who We Are



# Key Milestones in Vyta's Evolution

Uninterrupted growth since 2001 has allowed Vyta to open sites in Dublin, Essex, Belfast and Frankfurt, enabling us to offer services across the UK, Ireland and Europe.



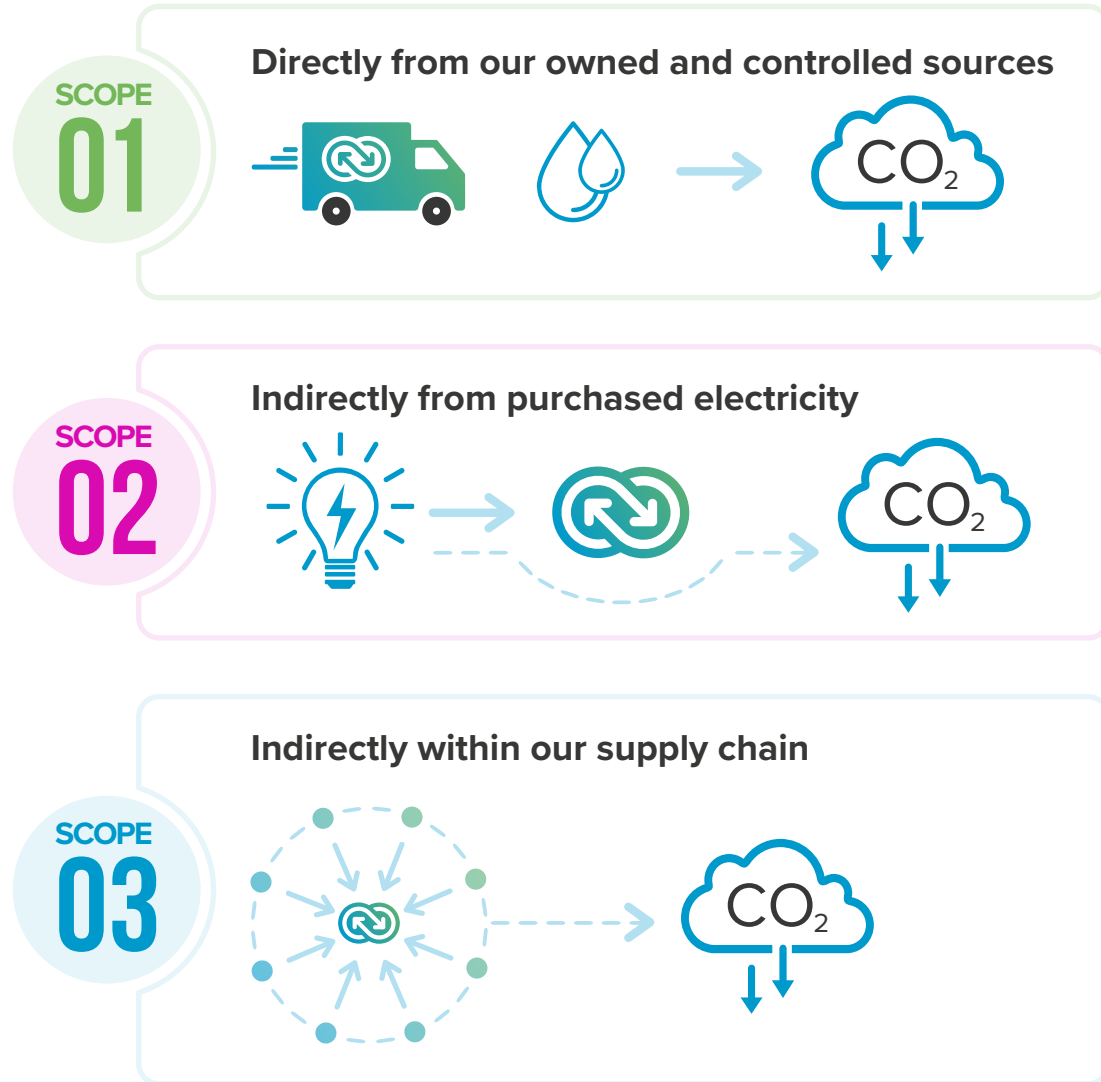


# Our Goals



### Environment

We work to ensure our operations are geared towards increasing sustainability, maintaining carbon neutrality, and mitigating our impact on the climate. Vyta measures and actively works to decrease our emissions across three areas:

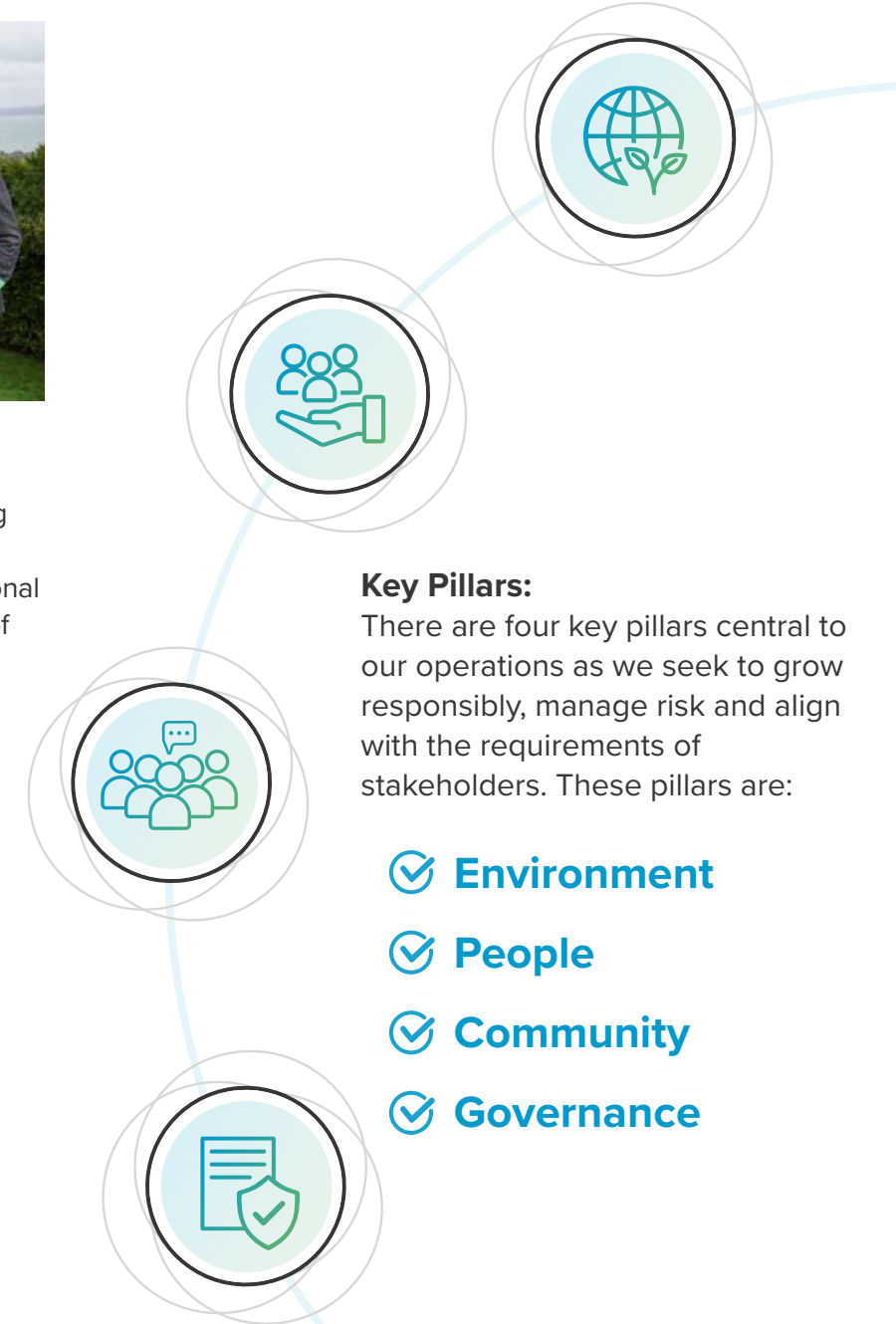


### People

We are dedicated to building a strong culture and being a conscientious employer, committed to the professional development, health and wellbeing of our employees. Vyta operates with a robust Diversity, Equity and Inclusion (DE&I) programme that promotes fairness, diversity, ethics and tolerance.



DIVERSITY / EQUALITY / INCLUSION



# Supporting Charities & Local Communities



“ ”

We are incredibly grateful for Vyta’s generosity. These laptops will make a real difference in helping us connect with families, deliver essential services, and manage our growing support network.

JOANNE MORGAN, CEO OF TINYLIFE



**Employers for Disability NI** - Through the donation of two refurbished laptops, we enabled Employers for Disability NI to enhance their training delivery and continue driving more inclusive workplaces across Northern Ireland.



**Breaking Through** - Vyta are currently working with Breaking Through on a planned donation of 10 devices. We are pleased to support their work with young people in care, helping them progress into education and employment.



**TinyLife** - Vyta supported TinyLife, Northern Ireland’s premature and sick baby charity, with eight laptops and monitors to enhance service delivery and support for families.



**Bridge Academy Trust** - A donation of 10 laptops to Bridge Academy Trust is helping expand digital learning opportunities and supporting essential skills development.



**ISPCA** - We partnered to refurbish and donate 7 laptops to the ISPCA, supporting their animal welfare work by enabling teams to manage cases more efficiently.



**Ifrah Foundation** - We donated two laptops to the Ifrah Foundation, a small charity supporting victims of FGM in Somalia and raising global awareness of the issue. The donation will help strengthen their operations.



## Community

Vyta firmly believes in leveraging our resources and influence to make a positive impact in the communities in which we operate. We work hard to support remote and disadvantaged communities through our partnership with the following charities and social enterprises:



**Camara Education** - collecting, processing, refurbishing and redeploying donated IT equipment to schools in Africa. We also work together on imaging projects in conjunction with our partner, Capita.



**Coder-Dojo** - donating laptops for coding workshops for children.



**AEL (Access Employment Ltd) in Larne, Northern Ireland** - supporting those with disabilities, health conditions and social disadvantages into meaningful employment.

“ ”

We provide support services, work experience and training to young adults and people with additional needs, learning disabilities, health conditions and social disadvantage, thus enhancing their lifestyle and allowing them to achieve their full potential. **The role that Vyta plays in helping us to do this is significant and we look forward to continuing this partnership.**

JACKIE REID, HEAD OF BUSINESS, AEL



Aaron Wallace, Senior Project Manager, Capita; Faye Thomas, CCO, Vyta; and Darragh Tallon, Customer Service Manager, Camara Education



Jackie Reid, Head of Business, Access Employment Ltd; an AEL Trainee; and Mark Butler, Warehouse Operations Manager, Vyta



Coder-Dojo provides coding workshops for children

## Governance

Vyta’s governance framework is built on a foundation of robustness and transparency. Our commitment to governance ensures that every facet of our operations and expansion complies with relevant laws, regulations and the most rigorous standards of the ITAD sector.

We maintain a comprehensive set of policies available for review at [vyta.com/esg/governance](https://vyta.com/esg/governance), demonstrating our dedication to accountability and integrity. These are:

- ▶ ESG Policy
- ▶ Human Rights Policy
- ▶ Modern Slavery Policy
- ▶ Supplier Code of Conduct
- ▶ Whistleblowing Policy
- ▶ Diversity, Equality & Inclusion Policy
- ▶ Bribery & Corruption Policy

We work closely with all our partners to ensure our supply chain is ethical and sustainable.

# Supporting Young Athletes In Our Communities

Vyta actively supports local communities by investing in emerging sporting talent. We are committed to encouraging athletes of all ages and across a wide range of sports, helping them stay engaged, develop their skills, and continue striving for success.



## Mia Ferguson - Malone Women's Rugby

We sponsored Mia's playing shirt for the season, supporting her development and the wider empowerment of women in sport.



## Jacob Jamison - BMX European U18 Championship

Vyta supported Jacob Jamison as he competed in the BMX European U18 Championship, helping him represent his talent on an international stage.



## Coran Madden - Northern Ireland Super Cup

Coran Madden's participation in the Northern Ireland Super Cup. We were pleased to sponsor local talent and help young athletes turn their ambitions into reality.



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# Our Business

# Market-leading Secure and Sustainable IT Asset Lifecycle Solutions

Established in 2001, Vyta has grown to be a world-leading specialist in secure IT Asset Disposition and Lifecycle Management (ITAD and ITALM), supporting a circular economy.

Vyta employs 120 people across multiple sites in Northern Ireland, the Republic of Ireland, Great Britain and Germany, as well as a remote workforce. Our facilities are certified to the highest possible standards meaning we can process client equipment in the most secure way possible.

**Our business model is based on sustainability with the goal of helping our clients and partners reduce their carbon footprint and environmental impact.**

**We empower customers and partners through collaboration, advice and extensive carbon impact reporting, to enable them to measure their carbon impact, make informed decisions and align their sustainability efforts with broader ESG objectives.**

We help our customers to broaden their impact on the wider community through our connections with several charities and social enterprises in the UK and Ireland.



We promote reuse over recycling at every stage to reduce carbon emissions and provide financial returns for redundant equipment.

**Our zero landfill policy ensures that 100% of disposals are handled in an environmentally responsible way.**

Vyta is committed to the circular economy in which the reuse and recycling of retired IT can minimise environmental impact and avoid the depletion of raw materials.

## The Vyta Standards

At Vyta, we work with a carefully selected network of Global Service Providers who share our commitment to security, compliance, quality and responsible environmental practices.

Our Service Providers' facilities must meet strict security and environmental standards. These safeguards ensure that equipment and data remain protected throughout every stage of the lifecycle.

Vyta's collection processes are designed to ensure assets are never left unattended, segregated properly, and transported securely.

All vehicles are GPS tracked, with contingency plans in place to reduce risk and prevent unnecessary delays. This approach supports both operational efficiency and reduced environmental impact through controlled, well planned logistics.

“ ”

**We've been consistently impressed with Vyta's secure data management and its reliable, professional service**

IT MANAGER, FINANCE

# Global Partnerships and Impact

Vyta's global service model is built not only on capability, but on long-term, relationship-led partnerships.



Karen Killops, Business Process Manager, and Joshua Brown, Service Delivery Specialist, with NG Nordic team at a site visit in Sweden.



Mick Ramsey, Service Provider & Contracts Director with the Asia Data Destruction Team at a site visit in Singapore

We work with a carefully selected network of Global Service Providers who act as a direct extension of our business, enabling us to deliver secure, compliant and sustainable ITAD and IT Lifecycle Management services worldwide.

Rather than operating a transactional supply chain, we invest in building strong, collaborative relationships with our partners. This allows us to align on shared standards, continuously improve performance, and respond flexibly to the needs of our customers across different regions.

Every partner undergoes a rigorous onboarding process, followed by ongoing auditing, performance monitoring and regular engagement. This ensures full alignment with Vyta's requirements for data security, environmental responsibility and regulatory compliance.

We work closely with our partners to embed our standards into their day-to-day operations. While not all providers hold identical certifications, we require that all assets and data are managed to the same level of security, governance and environmental control as within our own facilities.

Our relationship-led approach enables open communication, shared problem solving and continuous improvement. It also ensures that we maintain full visibility across the supply chain, including downstream vendors, supporting complete traceability from collection through to final reuse or recycling.

Operationally, this network is underpinned by tightly controlled processes. Assets are securely collected, transported and processed using strict chain of custody protocols, GPS tracked logistics, and contingency planning to minimise risk and disruption.

## Beyond service delivery, our global partnerships play a critical role in extending our impact.

By working collaboratively with providers across multiple regions, we can support customers in over 50 countries, promoting reuse over recycling and contributing to the development of a circular economy for electronics.

We also actively engage our partners in our wider ESG strategy. This includes supporting carbon reduction initiatives, improving supply chain transparency, and aligning on ethical practices such as human rights, modern slavery prevention, and responsible sourcing. These expectations are formalised through our Supplier Code of Conduct and reinforced through ongoing dialogue and evaluation.

By combining strong relationships with robust governance, Vyta ensures that every partner operates to a consistent standard. This enables us to deliver a seamless global service while maintaining the trust, accountability and shared purpose required to drive meaningful environmental and social impact.



**Bruno Ferrari, Global Vendor Manager, DMD Solutions, Arizona, USA:** "We've partnered with Vyta across the UK and Europe for years now, and it's been a great experience. The team is reliable, the service is consistently strong, and whenever something comes up, they're quick to pick up the phone and get it sorted. It's always handled simply and effectively."



**Shilo Levi, CEO (Europe Operations) Shuru ITAD:** "What stands out most about working with Vyta is their honesty and agility. They're always upfront, clear, and transparent in how they operate, which builds real trust. From our side at Shuru, you always know exactly where you stand, and that makes a big difference in a long-term partnership."

## Industry Leadership



Our CCO Faye Thomas shared insights on transforming into a full lifecycle organisation and how Vyta deliver value for customers throughout the full asset journey.



Rachael, Sue and Alexandra at ITAD Europe focused on how mentorship can influence industry leaders and shape the direction the industry is heading. By creating real opportunities for new talent, it supports growth while bringing in fresh perspectives.

They highlighted how mentorship plays a key role in developing future leaders and driving a more open, adaptable, and forward-looking industry.



Sue Bywater-Read, Vyta's Strategic Relationship Director, took part in an inspirational panel with other ITAD professionals at Woman in ITAD about the importance of collaboration and partnership.



Great conversation on the importance of operational compliance within the ITAD industry with our COO Giles Ward. He emphasised Vyta's commitment to robust internal systems, flexible service delivery and localised partnerships, all designed to help clients reduce risk while increasing sustainability.



Head of Marketing, Rachael Weir joined the panel Standing Out in the Noise – Marketing Your Products and Services to the Masses, where she discussed how Vyta combines data, storytelling and education to build trust and clarity in an increasingly complex landscape.

# Certifications

Vyta’s strong certification profile is a key building block in our robust governance programme. This external verification that our policies, processes and procedures undergo brings us wider recognition for our high performance among our peers and clients.

We are proud of our longstanding ADISA certification, an internationally recognised standard for secure and sustainable IT Asset Disposition. Our physical and data security processes have been carefully developed and continuously refined in line with the latest ADISA standards.

All our sites are audited and certified to the highest level, ADISA Standard 8.0 DIAL 3, demonstrating the strength of our infrastructure and procedures. This certification ensures we can securely handle critically sensitive data for clients with the highest security requirements.

Every Vyta processing facility is also certified to R2v3, which focuses on responsible recycling and the environmental considerations of the ITAD process. Our R2v3 certification confirms that all waste is processed according to relevant local and international regulations, and we can provide a complete, externally audited trail of downstream vendors and record of the material’s journey to its end-of-life as a commodity.



As Vyta grows, ADISA and R2v3 also play an important role in the way we select, audit and manage our global service providers.

We ensure that our subcontractors manage assets and data to the same security and environmental standards that Vyta sites do.

Together, ADISA and R2v3 certify that we have the governance in place to provide a safe and compliant ITAD service.

We are rigorously audited and have achieved the following certifications and memberships:

ADISA 8.0 CERTIFICATION DIAL 3 ALL SITES

BLANCCO GOLD ITAD PARTNER

DIPCOG APPROVAL

R2v3 RESPONSIBLE RECYCLING

CYBER ESSENTIALS PLUS

GDPR TRAINED & CERTIFIED WORKFORCE

EN 15713:2009 SECURE DESTRUCTION OF CONFIDENTIAL MATERIAL

BS 7858 STAFF SCREENING STANDARD

ISO 9001 QUALITY MANAGEMENT

ISO 14001 ENVIRONMENTAL MANAGEMENT

ISO 27001 INFORMATION SECURITY

ISO 45001 HEALTH & SAFETY

ISO 14068-1 CARBON NEUTRALITY, ALL SITES

NPSA (NATIONAL PROTECTIVE SECURITY AUTHORITY)

MEMBERSHIP OF ISIA (IRISH SECURITY INDUSTRY ASSOCIATION)

MEMBERSHIP OF BSIA (BRITISH SECURITY INDUSTRY ASSOCIATION)





## Customer Feedback & Continuous Improvement

**Understanding and responding to customer feedback remains central to how we evolve our services. In 2025, we conducted a customer survey across our client and partner base to assess satisfaction and identify areas for improvement.**

We are very happy to share that the results show a 90% satisfaction rating, indicating that the majority of our clients and partners are happy with their experience; something that means a great deal to us. This reflects the strength of our service delivery and the trust placed in us by our clients and partners.

Alongside this, we place equal importance on the constructive feedback received. Insights gathered through the survey have informed a number of internal initiatives focused on streamlining processes, enhancing communication, and improving the overall customer experience.

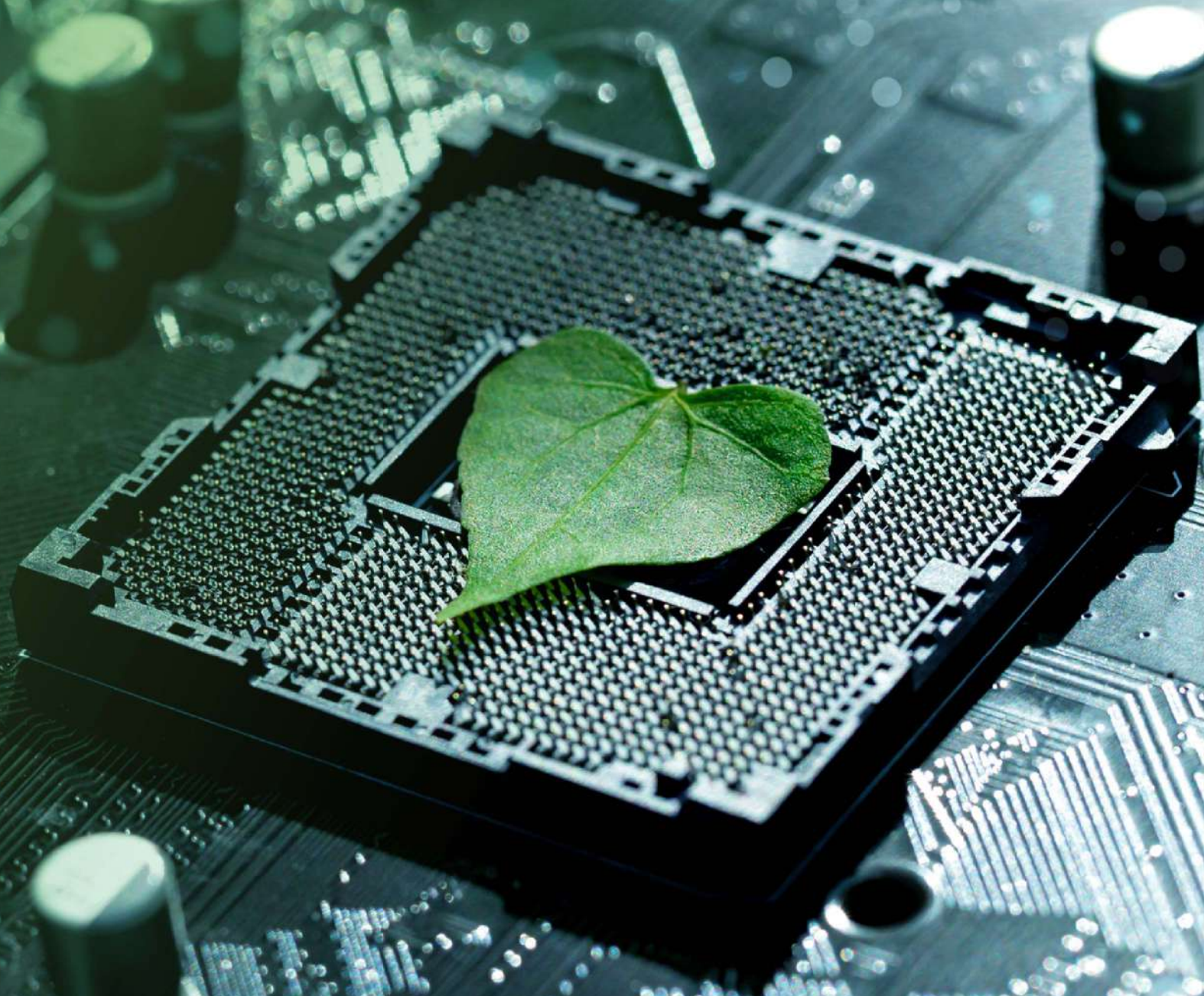
This approach ensures that customer feedback is not only heard but actively embedded into our continuous improvement efforts, supporting our commitment to delivering high-quality, reliable and sustainable services.



 **Vyta**

The logo features a stylized circular icon with a double-headed arrow, followed by the word "Vyta" in a bold, white, sans-serif font.

**ESG at Vyta**



## ESG Committee

Vyta's ESG Committee is made up of representatives from across the organisation. Meeting every six weeks, they create and work towards annual goals, spearhead audits and reviews and communicate ESG messages to their departments.

We have strengthened our ESG reporting and external frameworks, submitting our first submission to Carbon Disclosure Project (Score B) and setting targets with SBTi (2050).

In 2025, we improved our EcoVadis performance through reassessment, securing a silver rating. We also completed our FSQS Assessment, an accreditation tool used by the financial services community, achieving a top 1% ranking across their ESG themes.

Our Committee brought in a new Volunteering Policy, giving our employees one day per year to support local charitable organisations which supports our strategic goals by adding social and sustainability value, aligned with our mission and values.

We successfully transitioned from PAS 2060 to ISO 14068-1, ensuring carbon neutrality across all our facilities.



# SUSTAINABLE DEVELOPMENT GOALS

## 12 Responsible Consumption and Production

- ✓ Vyta will continue to develop production processes that increase the reuse potential of equipment and components, extending their lifecycle and contributing to the circular economy.
- ✓ By adhering to the most environmentally responsible recycling practices, our processes will create a clean commodity stream that can help avoid the use of virgin materials in the production of new electronic equipment.
  - ▶ We have maintained our operational-wide R2v3 certification.
- ✓ By making affordable refurbished IT available through a variety of channels to a broad range of users, we will increase consumer support for purchasing refurbished electronics instead of new.
- ✓ We will work to increase the reusability of packaging for equipment sold through our end-user retail channel, RefreshedByUs.

## 13 Climate Action

- ✓ We are committed to calculating and managing the carbon impact of our operations by maintaining and growing our ISO 14068-1 certification.
  - ▶ This year, our Frankfurt facility achieved ISO 14068-1, and our other facilities transitioned from PAS 2060 to ISO 14068-1.
- ✓ Each Vyta facility is and will remain carbon neutral, with Scope 1 and 2 - and some categories of Scope 3 - already offset.
  - ▶ Each of our four facilities is certified as carbon neutral.
  - ▶ We maintained our Scope 1 and 2 measurement, and increased our Scope 3 measurement.
  - ▶ All emissions are offset.
- ✓ We will continue our commitment to maintain a zero landfill policy.
- ✓ DiskShred and collection vehicles are installed with telematics to provide real-time carbon emission data and enable monitoring.

# Two OptiView vehicles with Euro6e- compliant engines joined our collection fleet



collaboration and partnership.

- ▶ Two MAN OptiView vehicles joined our collection fleet. They are powered by Euro6e-compliant engines, which have stringent limits on key pollutants like nitrogen oxides (NOx), carbon monoxide (CO), hydrocarbons and particulate matter.
- ▶ The new vehicles have replaced two older MAN vehicles that were used for six years. These de-fleeted vehicles went through a series of workshop checks, were serviced and reconditioned where appropriate and resold to continue service with new owners.

- ✔ Work with our partners to help guide their goals to achieve carbon neutral operations.
  - ▶ Vyta has issued 459 ITAD Carbon Avoidance Reports to clients in 2025.

## 17 Partnerships for the Goals

Meaningful change can only be achieved if we collaborate with our clients, suppliers and community to achieve these goals. Together we will help create a circular economy for electronics.

- ✔ Together we will support and build trust with the communities in which we operate.
  - ▶ We collaborate with Access Employment Ltd (AEL), who provides opportunities and support for those

with disabilities that make finding work a challenge. AEL's staff clean, test and package around 2,000 chargers and cables from our Mallusk facility each month. These are then included with the assets that we resell.

- ✔ We will work with charities whose focus extends the scale and global footprint of our efforts.

- ▶ Vyta offers reduced processing costs to charities that help to bridge the digital divide for children in the UK, Ireland and globally. These include Turing Trust, Camara and CoderDojo.

- ▶ Our Fundraising Team focussed their fundraising efforts in support of Cancer Research, a charity dedicated to funding research and supporting people affected by cancer.

We are proud to have raised money through efforts including sponsored hikes, bake sales and sporting challenges. We have a packed schedule of fundraising initiatives for 2026.



Supporting Cancer Research

## ESG Training

**Every employee receives ESG training when hired and then annually.**

We developed additional training materials, including Vyta's ESG Policy, Biodiversity Policy and Sustainable Procurement Policy, to provide employees with clear guidance on sustainability and its importance to Vyta.

We also deliver training on the methodology underpinning our ITAD Carbon Avoidance Report, which enables clients to measure the greenhouse gas (GHG) avoidance achieved through their programmes.



# Our Awards





# Our second year as a King's Award for Enterprise for Sustainable Development Winner

**We're in our second year as a Kings Award for Enterprise winner, after being recognised for sustainable development in 2024. We were one of 29 across uk to achieve the prestigious King's Award.**

The Award programme, now in its 58th year, is the most prestigious business award in the country, with successful businesses able to use the esteemed King's Awards Emblem for five years from the date of the award.

Vyta has championed sustainable practices since it was formed in 2001, maximising the lifespan of IT equipment by collecting, refurbishing, recycling and reselling redundant IT for customers in over 50 countries globally.

The King's Awards for Enterprise, previously known as the Queen's Awards for Enterprise, were renamed in 2023 to reflect His Majesty The King's desire to continue the legacy of HM Queen Elizabeth II by recognising outstanding UK businesses.



**Mayor of Antrim and Newtownabbey, Councillor Mark Cooper BEM, described Vyta's success as a significant milestone for the borough, saying:**

*"Vyta's commitment to sustainability not only benefits our community but sets a standard for businesses across Northern Ireland and the UK. We congratulate Vyta on receiving the King's Award for Sustainable Development which is also prioritised by Antrim and Newtownabbey Borough Council.*

*"I hope Vyta's remarkable achievement, along with the Council's commitment to environmental responsibility, encourages more businesses to embrace sustainable working practices and implement change."*

**““**

**As one of only two companies in Northern Ireland to have achieved the King's Award for Sustainable Development in 2024, this award recognises both our commitment to minimising our own environmental footprint and that of our customers and partners, as well as our dedication to supporting initiatives within the wider communities in which we operate.**

**This is such a well deserved recognition for the entire team at Vyta and a testament to a lifetime's work.**

PHILIP MCMICHAEL, VYTA FOUNDER AND CEO

## Our focus on excellence makes us vital to our clients.



### Winner

#### ITAD Individual of the Year 2025

ITAD Summit Awards

Sue Bywater-Read was named ITAD Individual of the Year 2025, recognising her exceptional contribution after working over 25 years in the industry.

### Finalist

#### ITAD Company of the Year 2025

ITAD Summit Awards



The ITAD Summit awards recognise the work of companies, individuals, and innovators in the ITAD industry and Vyta was proud to be a finalist for ITAD Company of the Year 2025.



### Winner

#### ESG Award

Business Eye Sustainability and ESG awards

Vyta were awarded the ESG Award (Small-Medium) at the Business Eye Sustainability and ESG Awards 2025.

### Finalist

#### Green Impact Award – Karen Killops

Women In Business Tech Awards 2025



“A woman who has worked to ensure that sustainability is at the very core of their business through development and/or delivery of a product or service that is making a positive impact with regard to net zero and climate change.”



### Finalist

#### C Level Woman of the Year – Faye Thomas

Women in Business Tech Awards 2025

A C level woman in a tech business, who has demonstrated outstanding leadership and innovation.



ITAD Individual of the Year 2025, ITAD Summit Awards



Green Impact Award, Women in Tech Awards



 Vyta

Environment

## Environmental Responsibility

Board-level oversight of Vyta’s environmental stewardship is fundamental to our operations. Alongside the ESG Committee, the Board is responsible for climate-related issues, including:

- ✓ Climate-related risk management processes
- ✓ Our low carbon transition plan
- ✓ GHG emissions targets and performance monitoring
- ✓ Paris-aligned GHG emissions targets

Our employees are trained to work in accordance with our key environmental policies, including our Quality, Environmental, Health & Safety Policy and Environmental Operational Control Policy. These:

- ✓ Identify prioritised impact areas
- ✓ Detail environmental risk assessment requirements
- ✓ Lay out our environmental targets and performance monitoring
- ✓ Describe training programmes
- ✓ Spell out employee responsibilities at all levels of the business
- ✓ Document procedures
- ✓ Detail continuous process reviews and improvements

Vyta has not been cited for any incidents of

non-compliance with environmental laws and regulations during the reporting period.

### High Environmental Standards

#### ISO 14068-1

Vyta has achieved carbon neutrality across all sites



#### R2v3

We hold the most recent version of the R2 Responsible Recycling standard across all processing facilities



#### ISO 14001

The internationally recognised standard for environmental management systems



## Energy Management

We have taken a series of steps to measure our energy use and improve efficiency. These include:

- ✓ Working with an external consultant to complete an energy survey of our facilities and vehicle fleet
- ✓ Operating all sites with 100% renewable energy
- ✓ Making investments into improving the energy performance of facilities, including installing timer-controlled radiators and LED lighting on motion sensors

|   |
|---|
| <b>Non-renewable energy consumption</b> |
| <b>0 kWh</b>                            |
| <b>Renewable energy consumption</b>     |
| <b>272,239 kWh</b>                      |

## GHG Emissions

Measurement, verification and reporting are central tenets of Vyta’s sustainability programme. Our GHG emissions, including Scope 3, are independently verified by NQA Certification Limited as part of our ISO 14068-1 certification.

| Scope / Category                                     | MAL (tCO <sub>2</sub> e) | CHE (tCO <sub>2</sub> e) | DUB (tCO <sub>2</sub> e) | FRA (tCO <sub>2</sub> e) | Total (tCO <sub>2</sub> e) |
|--|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|
| <b>1</b> Direct GHG Emissions                        | 50.87                    | 48.34                    | 0                        | 9.53                     | <b>108.74</b>              |
| <b>2</b> Indirect GHG Emissions                      | 0                        | 0                        | 0                        | 0                        | <b>0</b>                   |
| <b>3/1</b> Water Supply & Treatment                  | 0                        | 0.015                    | 0.006                    | 0                        | <b>0.021</b>               |
| <b>3/2</b> Capital Goods                             | 3.99                     | 3.99                     | 3.99                     | 3.99                     | <b>15.96</b>               |
| <b>3/3</b> T&D Electricity / T&D Electricity for EVs | 3.54                     | 0.67                     | 0.35                     | 0.22                     | <b>4.78</b>                |
| <b>3/4</b> Cardboard / Packaging                     | 0.42                     | 0.46                     | 0                        | 0                        | <b>0.88</b>                |
| <b>3/5</b> Paper                                     | 0.2                      | 0.05                     | 0.05                     | 0                        | <b>0.3</b>                 |
| <b>3/6</b> Travel                                    | 39.39                    | 14.73                    | 0                        | 0.76                     | <b>54.88</b>               |
| <b>3/7</b> Homeworking                               | 45.37                    | 18.75                    | 0.42                     | 5.04                     | <b>69.58</b>               |
| <b>3/8</b> Upstream Leased Assets                    | 0.31                     | 0                        | 0                        | 1.98                     | <b>2.29</b>                |
| <b>3/9</b> Freightng Goods/Ferry                     | 5.42                     | 2.25                     | 3.07                     | 0.16                     | <b>10.9</b>                |
| Other WTT  | 22.04                    | 13.36                    | 0.94                     | 2.59                     | <b>38.93</b>               |
| <b>Total</b>   | <b>171.55</b>            | <b>102.62</b>            | <b>8.83</b>              | <b>24.27</b>             | <b>307.26</b>              |

Vyta has a **zero landfill policy** and ensures that **100% of disposals** are handled in an environmentally responsible way.



### Reduction Goals

**Scope 1:** Continue replacing older vehicles with more economical engines to reduce fuel and provide further driver training (**target reduction of 2.5T CO<sub>2</sub>e**)

**Scope 2:** All Vyta facilities now operate on renewable energy.

**Scope 3:** Encourage car sharing, cycling to work, reduce business air travel, explore alternative DSVs (**target reduction of 7.5T CO<sub>2</sub>e**)

### Waste Management

Processes for waste management are spelt out in our Quality, Environmental, Health & Safety Policy and Environmental Operational Control Policy. We have taken significant actions to prevent and reduce our waste production in key business areas.

### Emissions to Air

These are managed through energy saving measures such as LED lights, new vehicles, LEVs and extractors.

### Resource Consumption

All assets collected by Vyta are sent for reuse and/or recycling or material recovery. Reused and recycled assets are reused in various market sectors, reducing the need for virgin materials and the consumption of natural resources.

### Water & Air Contamination

All Vyta sites and downstream vendors are fully licenced and audited. Best Available Techniques (BAT) are used throughout the supply chain to ensure minimum risk.

### Wildlife Harm & Biodiversity

Best Available Techniques (BAT) used.

### Resale Equipment

Vyta has invested in packaging that not only protects the valuable asset but is the most sustainable product currently available on the market. We use suppliers who provide recycled materials for the packaging of our resale electronics.

### Waste Generated

| Dry Mixed Recycling (general waste, cardboard) | Weight (T) |
|--|------------|
| Total weight of waste generated                | 55.96      |
| Total weight of waste recycled or reused       | 55.96      |
| Total weight of hazardous waste generated      | 0          |
| Total shredding recycling waste generated      | 1.11       |
| Waste sent to landfill                         | 0          |
| Waste sent to incineration                     | 0          |

### Minimal Impact

There are two key areas of environmental management in which Vyta’s services and operations have minimal impact - water use and biodiversity. Vyta’s services and operations do not utilise water consumption. Downstream vendors use mechanical and non-water use technology as part of the reuse / recycle process. As a result, no related impacts are identified. Additionally, Vyta’s services and operations do not negatively affect biodiversity-sensitive areas.

**Vyta’s sustainability ethos aligns with our global targets, meaning we can make a measurable impact with our IT asset disposition**

### EcoVadis

In 2025, Vyta’s ESG Committee submitted our EcoVadis reassessment, achieving a Silver badge rating which was a great improvement from our previous Bronze award. This places us in the top 15% of companies assessed worldwide with our strengths being recognised in the four key themes of the reassessment:



#### Commitment to the Environment

Vyta’s sustainability initiatives have been recognised for our ambitious emission targets, encompassing Scopes 1, 2, and 3. Our robust greenhouse gas (GHG) management system, along with our intermediate decarbonisation commitment and actions, have garnered positive attention.

#### Labour and Human Rights

Our efforts in providing comprehensive programmes and training for employee health and safety have been particularly noted.

#### Ethical Practices

Vyta’s strong policies on ethics, anti-corruption, and information security have been highlighted as strengths. Our comprehensive practices around data security have been a key factor in achieving this recognition.

#### Sustainable Procurement

We have implemented a Supplier Code of Ethics and assess key suppliers on sustainability metrics, further strengthening our procurement processes.

### Overall score

Percentile  
**88th**

**70**<sub>/100</sub>



### Environmental Risk Management

Climate change creates risks within our daily lives. Vyta has reviewed what risks are posed to our operations and how these can be mitigated.

#### Dry Summers and Reduced River Flow

- ✓ Areas are enclosed to reduce dust and provide shade.
- ✓ Fire systems in place to prevent fire injuries.
- ✓ Fans and aircon are used in all facilities and newer vehicles have aircon.
- ✓ Use of bottled water.

#### Decreased Temperature During Winter

- ✓ Cold weather clothing given to employees.
- ✓ Energy efficient heaters used throughout facilities.

#### Increased Rain Flow and River Flow

- ✓ Assets are placed on shelves or raised to prevent damage from flooding.
- ✓ We use sandbags.
- ✓ We have alternative routes in place for vehicles to avoid flooded areas.
- ✓ Sites have drainage and yards are maintained to be free from debris.

#### High Winds

- ✓ Building maintenance is conducted regularly.
- ✓ Materials always kept inside buildings.

### CDP

Vyta’s ESG Committee completed its first CDP submission, a global platform that helps companies measure, disclose and manage their environmental impact.

Our first submission achieved a B score in climate theme, indicating that we have taken significant steps managing our environmental impact.

“ ”

The assessment process and audit from EcoVadis will be an **invaluable tool as we develop our ongoing ESG goals and priorities**. For our clients who increasingly prioritise sustainability in their supply chain, this rating will be particularly meaningful.

- GILES WARD, VYTA COO

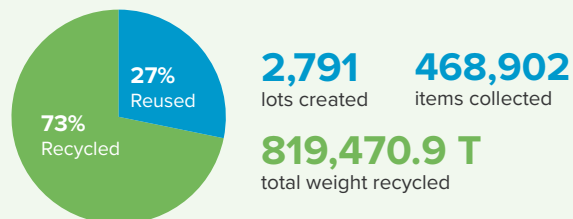
# Carbon Reduction Through Our ITAD Services

Our ITAD services are built around the circular economy and in partnership with customers and partners we save a significant amount of CO<sub>2</sub>e each year through the sustainable processing of IT assets.

Where possible we always prioritise the reuse of IT assets, however this is not always possible due to customers' specific security policies or the condition of the equipment. When reuse isn't suitable the assets are broken down for components and raw materials through responsible recycling to go back into the manufacturing supply chain.

Vyta audits its recycling partners at least annually to ensure ongoing compliance with ADISA and R2v3 standards.

## Between 01/01/25 and 31/12/25:



## Items Reused (01/01/25 - 31/12/25)

| Class         | Assets         |
|---------------|----------------|
| Laptops       | 24,885         |
| Desktops      | 57,673         |
| Monitors      | 8,086          |
| Servers       | 4,876          |
| Network Units | 3,856          |
| Hard Drives   | 19,713         |
| Other         | 13,521         |
| <b>Total</b>  | <b>132,610</b> |

## Items Recycled (01/01/25 - 31/12/25)

| Class         | Assets         | Weight (T)     |
|---------------|----------------|----------------|
| Laptops       | 21,610         | 29,269         |
| Desktops      | 20,581         | 79,720         |
| Monitors      | 34,121         | 123,727        |
| Servers       | 6,255          | 94,393         |
| Network Units | 15,541         | 51,792         |
| Hard Drives   | 127,688        | 75,586         |
| Other         | 110,488        | 364,984        |
| <b>Total</b>  | <b>336,284</b> | <b>819,471</b> |

## CO<sub>2</sub>e Savings from Reuse



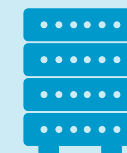
**24,885 laptops** were processed for reuse, saving **4,043.81 T CO<sub>2</sub>e**



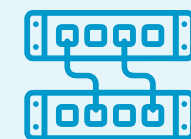
**57,673 desktops** were processed for reuse, saving **3,172.07 T CO<sub>2</sub>e**



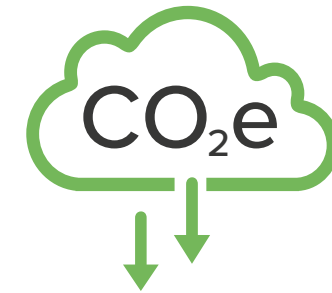
**8,086 monitors** were processed for reuse, saving **606.45 T CO<sub>2</sub>e**



**4,876 servers** were processed for reuse, saving **792.35 T CO<sub>2</sub>e**



**3,856 network units** were processed for reuse, saving **626.60 T CO<sub>2</sub>e**



**9,241.3 tonnes**

CO<sub>2</sub>e emissions prevented through asset reuse between 01/01/25 and 31/12/25



Refurbishing a laptop for reuse

# Sustainable Partnerships

## Client Sustainability Reporting

Vyta's dedication to measuring and improving environmental performance extends to the service we provide to our 400-plus clients.

We provide clients with an ITAD Carbon Avoidance Report. It measures carbon dioxide (CO<sub>2</sub>e) avoided by reusing equipment for two-and-a-half years over manufacturing new. The figures used to generate the report were developed by a third-party sustainability consultant using data from actual ITAD operations and academic studies.

Analysing the information in client ITAD Carbon Avoidance Reports, we can determine which equipment brands and models have the highest reuse potential, and assess whether a client's current refresh cycle is maximising this potential. This will allow their technology teams to build a smart strategy around new IT procurement and improve overall IT management procedures.

Each report is co-branded with your organisation's name and logo, and tailored to your desired date range and locations.

Included metrics:

- ✓ Total number of IT assets collected
- ✓ Total number of assets recycled, broken down by asset type
- ✓ Total weight of assets recycled
- ✓ Total number of assets reused, broken down by asset type
- ✓ Total CO<sub>2</sub> savings from reuse
- ✓ CO<sub>2</sub> savings by asset type and volume

**The report provides valuable metrics for use in internal ESG reporting, audits, and sustainability disclosures.**





# Governance





## Written Policies

**The VMS (Vyta Management System) manages the written policies that act as the backbone of our business.**

These policies are reviewed annually and updated as required according to established review and approval procedures. Key legacy policies include:

### Code of Conduct & Business Ethics Policy

Demonstrates our commitment to maintaining the highest level of ethics, quality, environmental and social standards, which we believe is fundamentally core to our business.

### Physical & Personal Security Policy

- ✔ Provides our employees, contractors, partners and other interested parties with clear guidance on security.
- ✔ Ensures all necessary physical protective and personal security measures are in place.

- ✔ Details steps taken to prevent unauthorised access, damage, and interference (malicious or otherwise) to Vyta and/or customers' assets.

### Quality, Environmental, Health & Safety Policy

- ✔ Manages compliance with all applicable environmental and safety laws and obligations.
- ✔ Manages health and safety risks and environmental issues.
- ✔ Provides clear instructions, information and adequate training to ensure employees are competent to do their work.
- ✔ Sets out plans to regularly set, review and communicate our objectives and performance.
- ✔ Provides and maintains safe plant, equipment and vehicles.
- ✔ Commits to protecting the environment, our employees and those people that our actions or omissions may affect by continuously improving our environmental, health and safety performance.
- ✔ Ensures the safe handling and safe use of chemicals and substances.

### Business Continuity & Disaster Recovery Plan

Outlines the steps that will be taken to minimise service disruption in the case of a local disaster

or emergency. With sound preparation, planning and the latest technology, Vyta will continue to operate with confidence.

### Protected Disclosure (Whistleblowing)

We provide an anonymised reporting channel and tracks instances and outcomes related to whistleblowing incidents.

**This year, our ESG Committee elevated our Governance by developing other key policies. These include:**

### ESG Policy

In order to grow responsibly, manage risk and align with the requirements of our stakeholders, we place Environmental, Social and Governance (ESG) policies at the heart of our operations.

### Human Rights Policy

Vyta is committed to meeting our responsibility to respect human rights as defined by the UN's International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

### Modern Slavery Policy

We have a zero-tolerance approach to modern slavery within both our company and our supply chain in line with our commitment to the UN Sustainability Goal 8 – Decent Work and Economic Growth.

### Diversity, Equity and Inclusion (DE&I)

- ✔ DE&I is a company ethos. With our roots in Northern Ireland in 2001, we understand the complexity of living and working in a place where different cultures coexist. Therefore, we know that our different perspectives and experiences support our work towards a common purpose, making Vyta a stronger and more innovative company.
- ✔ By maintaining a culture of equality and respect and embracing equal opportunity, we are a better employer and supplier, and a responsible and representative member of our community.

### Vyta's Commitment to the United Nations Sustainable Development Goals

We are responsible corporate citizens and share in that responsibility with our employees, our customers, our suppliers and the communities in which we operate.

Vyta believes that we can substantially contribute to this commitment by focusing on the three UN SDGs where our service and operations can make the greatest impact: 12- Responsible Consumption and Production, 13- Climate Action and 17- Partnering for the Goals.

# Modern Slavery & Human Rights

**Vyta has a zero-tolerance approach to modern slavery and human trafficking both within our company and our supply chain.**

We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. Our Code of Conduct & Business Ethics Policy strictly prohibits the use of modern slavery, human trafficking, child labour and forced labour. Employees are required to avoid any activity that might lead to, or suggest, a breach of policies. These policies also include reporting requirements for a suspected breach.

We believe that the biggest risk of modern slavery violations within our business lies in Vyta's supply chain. As a result, we have put in place a robust onboarding process and comprehensive ongoing monitoring procedures. Vetting includes the policies, processes and procedures they have in place to manage and monitor modern slavery and human trafficking within their operations and their own supply chain. Members of our Business Support team have training in investigating claims of human rights breaches, including modern slavery and human trafficking.

This year, our Business Support Team developed and rolled out enhanced supplier due diligence. This ensures we can better evaluate and monitor their ESG performance and related risks.

## Supplier Management

Our Global Service Providers undergo a rigorous onboarding and auditing process in line with our ADISA, ISO 9001, ISO 14001, ISO 27001, ISO 45001 and R2v3 certifications. This confirms that they operate to our requirements and standards, including those around health and safety, data security and sustainability. It includes checks for local licenses, insurances, certifications and reviews of downstream vendors and third-party audits.

We operate an established [Supplier Code of Conduct](#) that our suppliers are expected to follow. The Code outlines clear requirements relating to ethical business practices, human rights, environmental responsibility, and regulatory compliance, supporting our wider ESG commitments.

Subcontractors providing ITAD and recycling service globally are rigorously vetted when first onboarded and then on an annual basis by our Business Support team in line with our R2v3 certification. Vetting previously covered anti-corruption, business ethics, data security, customer privacy, health and safety and modern

slavery. This year it was expanded to include energy use, GHG emissions, environmental targets, expanded human rights and modern slavery section, DE&I and ethics training. This ensures we can better evaluate and monitor ESG performance and related risks.

## Auditing Downstream Vendors

Downstream vendors undergo a rigorous vetting process that includes strict scrutiny of their business details, permits and certifications, downstream vendors/R2 focus material information, environmental management system, health and safety practices, sustainability and insurance details. They are audited in line with our R2v3 certification.

Our **Modern Slavery and Human Rights Policies** can be found on our website [🔗](#)

**WE STAND AGAINST  
MODERN  
SLAVERY**

# Privacy & Data Security

**Data security is at the core of our services, meaning it is deeply embedded in our corporate culture. Vyta has been certified to ISO 27001 and ADISA since 2013.**

ISO 27001, the international standard for information security, ensures that our data security measures are robust and consider people, facility security, processes and technology. The principles of the ADISA standard fully align with our own. It is the most stringent ITAD data security standard and the only GDPR compliant ITAD standard as recognised by the UK Information Commissioner's Office (ICO).

**Data protection management is guided through our Information Systems Security Policy and Data Protection Policy:**

## Information Systems Security Policy

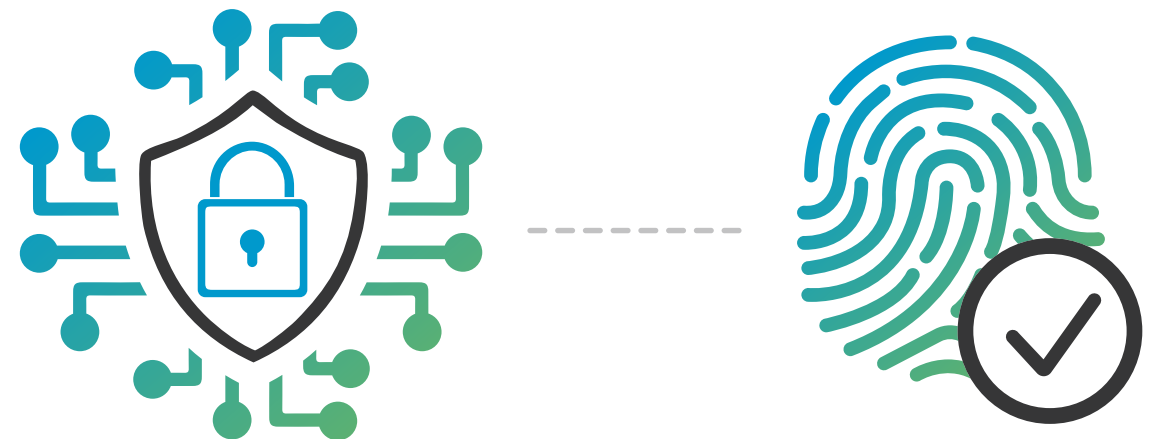
- ✓ Ensures compliance to all applicable information security and compliance obligations.
- ✓ Manages systems and network security risks within our operations and provides clear instructions, information and adequate training to ensure employees are competent to do their work.
- ✓ Details emergency procedures in case a security incident affects our systems infrastructure.

## Data Protection Policy

- ✓ Ensures compliance to data protection regulations, including GDPR.

Vyta has a process in place to ensure that any potential breaches that pose a considerable risk to the rights and freedoms of individuals are reported to the ICO within the mandatory 72 hours. All data security breaches are logged, investigated and measures will be put in place to prevent a reoccurrence as per Vyta's Incident Response Plan.

**All data security breaches are logged, investigated and measures put in place to prevent a reoccurrence.**



# Risk Management

We identify and manage consequential risk through our auditing processes. These are documented internally within our online Management System.

In audits for the following certifications, we identify then put in place measures for risk mitigation:

| Certification                                    | Risk                     |
|--|--------------------------|
| ISO 27001, ADISA, Cyber Essentials Plus and R2v3 | Data security risks      |
| ISO 27001 and Cyber Essentials Plus              | Information system risks |
| R2v3 and ISO 14001                               | Environmental risks      |
| ISO 45001  | Health & safety risks    |
| ISO 14001 and ADISA                              | Operational risks        |

Risks are also managed through the following:

- ✓ The creation of detailed Business Continuity Plans, which ensures that client equipment and data is managed should any disasters arise. Our facility footprint and staff numbers are large enough to accommodate issues at one site, or fluctuations in the volumes of equipment delivered for processing.
- ✓ Our service provider and downstream vendor vetting processes were developed to ensure that all suppliers operate in accordance with all laws and regulations. These must be demonstrated with permits, certifications and policy documents. Globally, we have onboarded multiple service providers in business-critical areas. This ensures we have options and backup vendors in place should that be required.

## Looking Ahead

Vyta will focus on enhancing our overall supplier audit systems and increasing employee training in governance.



# Life at Vyta



# Strengthening Vyta Through Investment in Our People



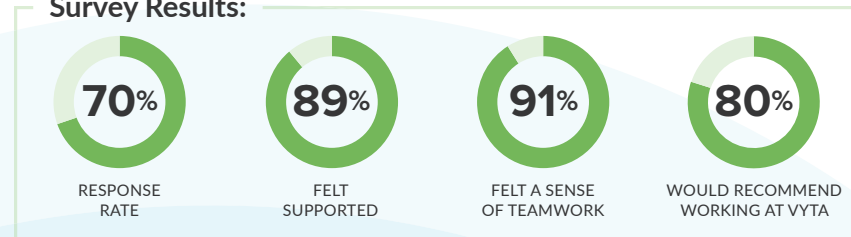
## Commitment to our People

We engage regularly with members of our team across all sites to ensure that we are fully aware of their needs, and that we have the necessary structures in place to provide the support that will continue to enhance their careers and the business.

## Employee Satisfaction Survey

We introduced rollout of an Employee Satisfaction Survey in 2025 to give employees an engagement platform to tell us what's working well, where we can improve, and what matters most to our employees. As a business this enables us to support the continuous development of a positive and supportive working environment.

### Survey Results:



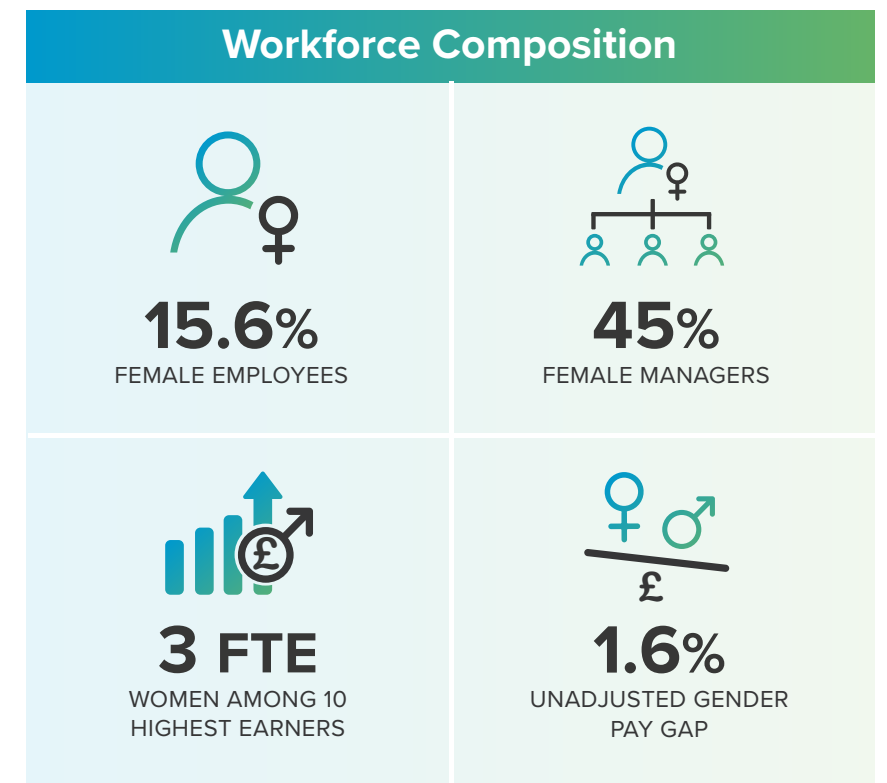
## Employee Training

All employees receive training on our policies and procedures as part of their onboarding. They are given clear, written guidance to review, supported by additional presentations and practical demonstrations delivered by our People Team. This training helps ensure everyone understands their responsibilities around health and safety, sustainability, security, and business ethics from day one.

Going into 2026 we are transitioning to a new platform to deliver a more streamlined, efficient people environment with broader functionality, including strong Learning & Development capabilities that weren't available previously.

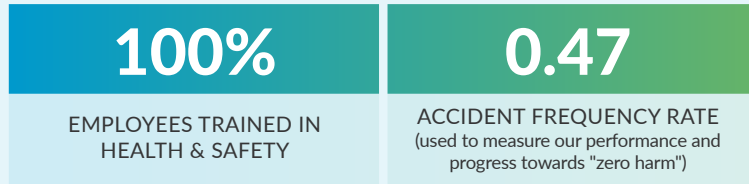
We feel this is a big step forward in how we support learning and development across the business. This new platform will make it much easier for our employees to access training, build their skills and knowledge in a way that's more flexible, and tailored to them.

## Workforce Composition



## Workforce Health & Safety

Employee health and safety is of paramount importance at Vyta, especially due to the nature of the work carried out. We have been certified to ISO 45001 - Health & Safety Management since 2020 and were previously certified to OHSAS 18001 since 2007.



Health & Safety is managed through a suite of policies and procedures, including:

- ✓ Quality, Environmental, Health & Safety Policy
- ✓ Workplace mental wellbeing at work risk assessments and related action plans
- ✓ Control of Substances Hazardous to Health assessments
- ✓ Training, which includes manual handling, hazards and risks, housekeeping, slips, trips and falls

We regularly consult with our stakeholders and employees on matters impacting health and safety standards, updating our policies and procedures as and when needed.



Red Cross trained First Aiders across all sites



Mental Health First Aiders



Fire Marshals across all sites



### LEAP Bespoke Leadership Training

Going forward into 2026 a selection of our employees will be undertaking LEAP Bespoke Leadership Training which has been developed around the following principles:

**Lean Leadership:** Commitment to our employees, the system and to making changes towards improvement

**Employee Engagement:** The strength of the mental and emotional connection employees feel towards their work, their teams, and our organisation

**Accountability:** Acceptance of responsibility of job role. We want to shift away from a blame culture and ensure accountability is adopted as an alternative to yield healthier behaviours and better results

**Professionalism:** The practice of doing one's job with skill, competence, ethics and courtesy



## Four-Day Week

Following a successful trial period we fully implemented a four-day working week for our employees early 2025. This has given our employees a better work-life balance, improved wellbeing and a more focussed work ethic and productivity. This has also reduced our carbon footprint with fewer commuting days and lower energy consumption across the business.

## Employee Benefits

- ✓ HealthShield medical insurance, covering employees and their children
- ✓ Death in service
- ✓ PTO purchase scheme
- ✓ Annual pay review
- ✓ Referral scheme
- ✓ Employee appreciation

## Diversity, Equity & Inclusion

Vyta has a Diversity, Equity and Inclusion policy in place. We conduct annual NI government monitoring that assesses religious denominations and gender representations. We have KPI monitoring at Board level of female representation and gender pay gap reporting. Job descriptions were rewritten to remove barriers for people from disadvantaged backgrounds.



### Women in Business

We are a corporate member of Women in Business, the leading network for women in the workplace across Northern Ireland. This is a diverse network of women united by a common goal of promoting the advancement of all women in business across Northern Ireland.

### Fundraising Team

Vyta's Fundraising Team members are made up of a cross section of employees. Our selected charity partner for this reporting period was Cancer Research, a charity dedicated to funding research and supporting people affected by cancer.



Our employees have got involved with various fundraising events, including coffee mornings and Christmas Jumper Day, raising much needed funds.



### Inspiring the Next Generation

**In 2025, we focused on raising awareness of ITAD as a career path for younger people.**

As an industry many people fall into, we're working to change that by engaging students early. We attended STEM events with primary school pupils, introducing refurbished tech and the role it plays in reducing e-waste.

We also took part in a sustainability event at Queen's University Belfast, highlighting opportunities within ITAD and the circular economy.

By connecting with students at different stages, we're helping make the industry more accessible to the next generation.



## Vyta Volunteering Programme

**Our Volunteering Programme forms a key part of our commitment to environmental stewardship and community engagement.**

Each employee is provided with one paid volunteering day per year, enabling them to contribute meaningfully to causes that align with our values. Throughout 2025, our team supported a range of initiatives including the removal of invasive species, habitat clearance, and conservation efforts such as puffin protection on Rathlin Island.

Employees also engaged with local mental health charities, community gardening projects, and other grassroots activities. This programme not only delivers tangible environmental and social impact but also encourages employee participation in purpose-driven work beyond their day-to-day roles.



RSPB LIFE Raft: Protecting seabirds on Rathlin Island



Gorse clearing at Galleywood Common



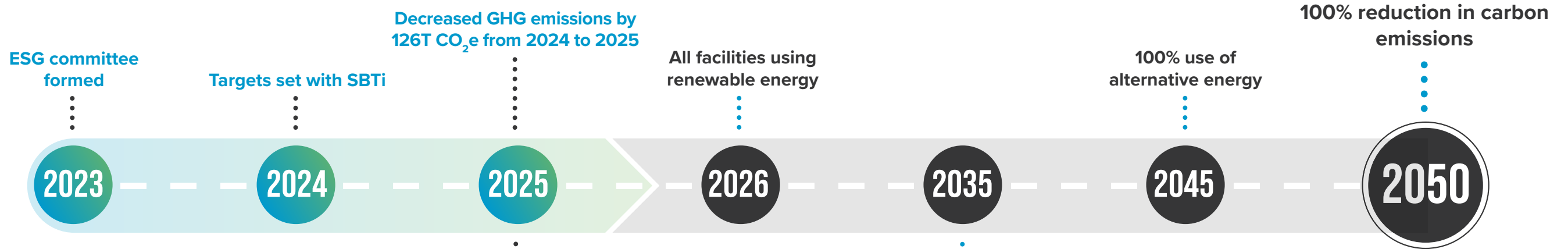
Supporting Listening Ear and the Community Fridge



The Big Tree Project: Balsam bashing at Derraghly Glen



# Journey to Net Zero

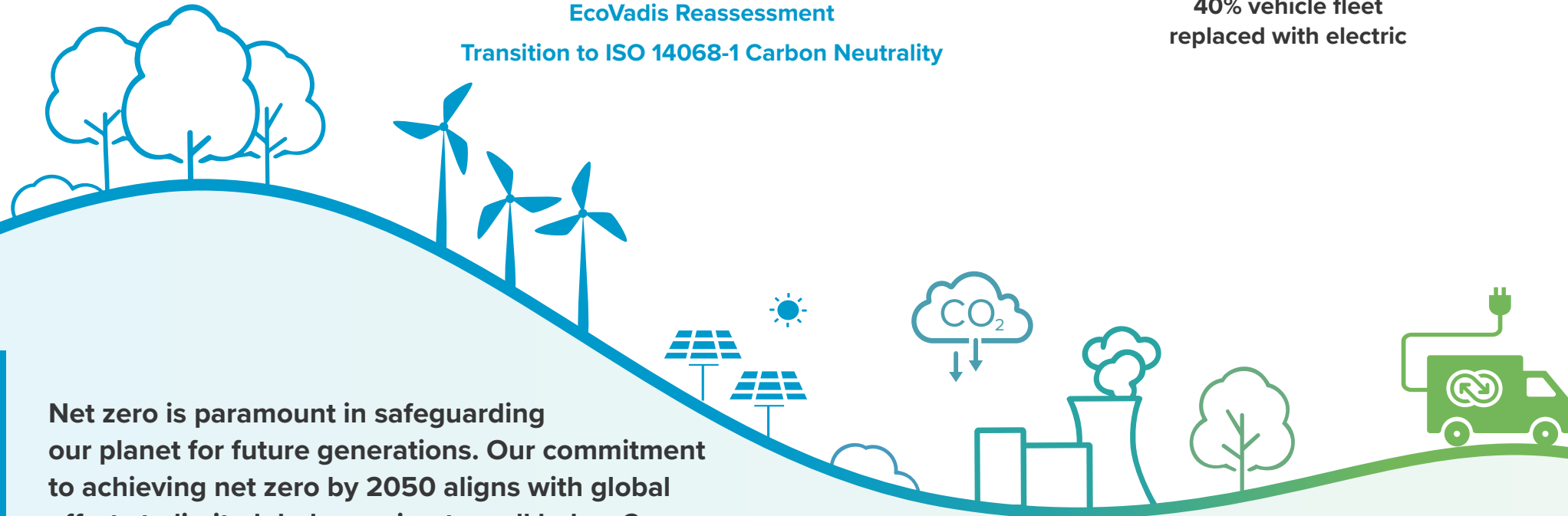


Carbon Disclosure Project  
EcoVadis Reassessment  
Transition to ISO 14068-1 Carbon Neutrality

40% vehicle fleet replaced with electric



Net zero is paramount in safeguarding our planet for future generations. Our commitment to achieving net zero by 2050 aligns with global efforts to limit global warming to well below 2 degrees celsius, as outlined in the Paris Agreement.





Discover more about our sustainability journey at [vyta.com/esg](https://vyta.com/esg)

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