



Sustainability Report 2025

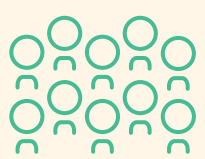
BETTER NATURE.
BETTER LIVES.
TOGETHER.



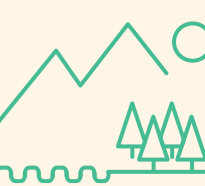
About this report

At idverde, we are passionate about taking care of people and the planet in everything we do. From the way we run our business to how we work with our partners and communities - we take responsibility for managing our sustainability impacts.

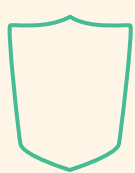
We believe that sustainability creates long-term value, and our approach is guided by our sustainability framework:



People: empowering a safe, inclusive, and skilled workforce for a sustainable future



Planet: protecting and restoring nature, reducing emissions, and using resources responsibly to build a resilient, low-carbon future



Performance: embedding integrity, fairness, and responsibility to strengthen trust, reputation, and communities



For further information about this report, please contact contact@idverde.com

This is idverde’s second Sustainability Report, covering our Europe-wide operations. It sets out how we approach the topics that are material to our business. We intend to publish reports on an annual basis, and to transition to an Environmental, Social, Governance report that aligns with the Corporate Sustainability Reporting Directive by 2027 ([page 15](#)).

This report represents a step towards aligning our sustainability performance with our strategic growth plan and reflects the impacts that our services can have on nature, people, and communities.

Data in this report covers financial years 2024 and 2025, and the information and data presented aligns our financial year, 1st January to 31st December.

Where available, consolidated, group-wide information is included in this report, reflecting our continuously strengthening sustainability data capabilities and reporting framework.

Limited Assurance has been attained for Scope 1 and Scope 2 greenhouse gas emission data ([page 76](#)).

INDEX

Introduction	2
Group CEO statement	3
Key achievements	5
ABOUT US	6
Who we are	7
What we aim for	8
What we do	9
Our value chain	11
OUR APPROACH TO SUSTAINABILITY	12
Emerging trends	13
Regulatory preparedness	15
Our stakeholders	16
Double materiality	18
OUR SUSTAINABILITY STRATEGY	19
Contributing to the UNSDGs	20
Sustainability governance	21
Our People, Planet, Performance framework	23
Meeting our commitments	24
PEOPLE	25
People fundamentals	26
Well-being	36
Local partnerships	39
Employability	42
PLANET	45
Planet fundamentals	46
Carbon	50
Biodiversity	53
Waste and resource management	56
PERFORMANCE	59
Performance fundamentals	60
Raise awareness	64
Best practice and knowledge transfer	66
Innovate to serve the environment	68
Certifications	70
DATA TABLES	71
ASSURANCE STATEMENT	75

1

INTRODUCTION



Group CEO statement

€1.2 billion revenue

I am pleased to introduce idverde's 2025 Sustainability Report

François Gilbert

At idverde, our purpose is to make everyday lives better through nature, together — creating and caring for living spaces where people and nature can thrive.

As Europe's leading provider of green environmental services, we partner with 14,000 customers — public institutions and private organisations — to address some of the defining challenges of our time: climate change and biodiversity loss, in a context of continued urbanisation and densification of our cities. What makes us distinctive is our combination of local presence and European scale: our 10,000 colleagues are rooted in more than 200 communities across France, the United Kingdom, Denmark, the Netherlands, Germany, Spain, and Switzerland. We act as one collective of local teams — close enough to understand local realities on the ground, and broad enough to bring expertise, innovation and capabilities wherever our customers need us across Europe. Through urban greening, biodiversity-enhancing habitat restoration, water infrastructure management, and tree care, we help protect and enrich natural environments while strengthening resilience, enhancing biodiversity, and improving the well-being of our communities.

2025 has been a milestone year of strong financial and operational momentum, as we institutionalised our strategic growth plan — the disciplined strategic framework that guides our journey toward €2 billion in revenue over the coming years through organic development and accretive acquisitions. This progress is

underpinned by our 2025 performance, with revenues exceeding €1.1 billion and solid progress across key indicators. We also advanced idverde's sustainability foundations by completing our first Double Materiality Assessment and strengthening our environmental data baseline, including Scope 1 and 2 emissions.

Early in 2026, we took two further steps to reinforce our growth momentum and keep sustainability at the heart of our value creation model.

Firstly, we entered the Spanish market by acquiring a majority stake in El Ejidillo Viveros Integrales, a long-standing Madrid-based player deeply rooted in Spain's green services market. This move into our seventh country brings our turnover to €1.2 billion. This partnership strengthens our capabilities in tree care, water management, and climate adaptation, helping clients develop resilient green spaces and enhance biodiversity where people live, work, and connect.

Secondly, together with our leadership teams across Europe, we consolidated the growth path built in recent years and entered a new phase guided by three strategic priorities: scaling our core green services, growing in specialised segments such as tree care, water management, and climate adaptation, and improving margins through disciplined value creation.

To power this engine, we are sharpening our focus on four group-wide leadership enablers — People, Assets, Impact, and Mergers





Our purpose is to make everyday lives better through nature, together.

10,000 colleagues

and Acquisitions: putting safety first, embedding integrity in how we operate, and fostering workplaces where colleagues can learn, develop and grow; optimising fleet and equipment through an increasingly integrated digital backbone; making our contribution to nature, climate resilience, and communities measurable, scalable and distinctive; and pursuing disciplined expansion to broaden our footprint and capabilities across Europe with like-minded partners committed to sustainable, nature-positive growth.

This Sustainability Report marks a significant step in our reporting evolution, documenting our social and environmental performance as one organisation. It reflects an increasingly rigorous and data-centric disclosure model, as we continue to build our capability to measure, quantify, and strengthen our impact. This structural evolution ensures we remain proactively aligned with future regulatory requirements, while responding to evolving environmental realities and to the expectations of our customers, colleagues, suppliers, investors, and the broader communities we serve.

Our operational discipline has delivered tangible improvements in our core operations, and we are building on notable progress in 2025, including:

- Achieving a 7.4% reduction in lost-time accidents, with our Lost Time Injury Rate decreasing from 27 to 25 per million hours worked
- Reaching a significant increase in employee engagement to

91%, exceeding our initial 85% target

- Winning two awards at the British Association of Landscape Industries National Landscape Awards, in the UK

Our strategic priorities are increasingly taking shape on the ground through projects generating measurable impact, demonstrating how nature-based solutions can strengthen resilience, biodiversity, and well-being simultaneously. To name a few:

- France (Nice) – Promenade du Paillon: we delivered an eight-hectare urban-forest extension (de-sealing, drainage for water recovery, climate-suited planting), creating a cooler green corridor and improving drought resilience through approximately 2,500 cubic metres of recovered-water storage
- Netherlands (Almere) – Rainbow Neighbourhood: we provided green impact modelling (water modelling, satellite heat-stress maps, flood and drought projections) enabling stakeholders to choose designs that improve liveability, biodiversity, and climate adaptation
- Denmark (Copenhagen) – Bispebjerg Hospital: we built a 5,000 square metre therapeutic healing landscape (restorative design, efficient water infrastructure and smart irrigation), providing patients, families, and staff with access to well-being-focused green space, supported by large-scale planting
- Switzerland (Genolier, Vaud) – Innovation Hub rooftop garden: we designed a 6,000 square metre rooftop therapy and well-being garden that supports rainwater management

and thermal regulation, creating a sensory green space that benefits users while strengthening building-level climate resilience.

While we celebrate these successes, we remain transparent about our areas for improvement. For example, safety performance in specific regions, injury rates remain a priority focus; we continue responding through targeted operational action plans and strengthening management discipline. Looking ahead, we are building the capability to apply the same analytical rigour to our environmental and social performance as we do to our financial reporting — so stakeholders can increasingly understand how we identify, measure, manage, and scale impact while capturing the opportunities created by the transition toward more resilient and nature positive environments.

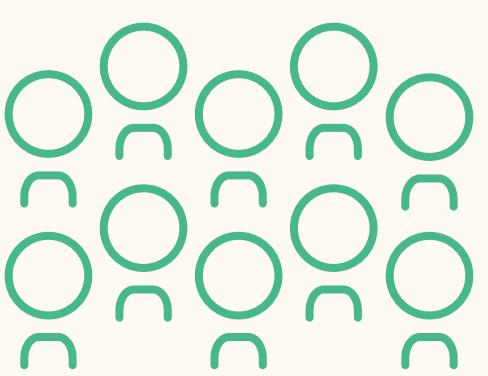
None of this is possible without strong relationships and partnerships - with our colleagues, customers, suppliers, partners, investors, public institutions, and the communities we serve. By embedding sustainability into our growth engine, we will ensure long-term financial resilience and amplify our impact in making everyday lives better through nature, together.

François Gilbert
Group Chief Executive Officer



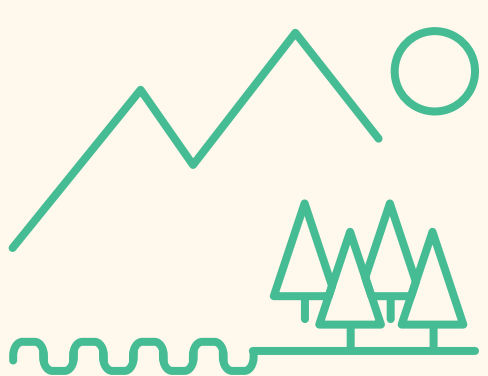
Key Achievements

Better Nature. Better Lives. Together.



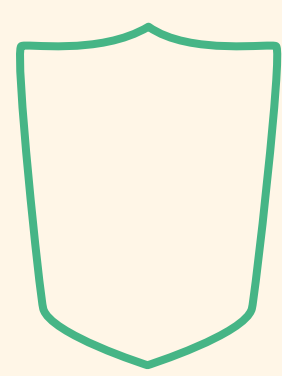
PEOPLE

- Lost time accidents reduced by 7.4%, from 27 per million hours worked in 2024 to 25 per million hours worked in 2025
- Participation in The Voice employee engagement survey participation increased to 64%, up from 51% in 2024
- Employee engagement increased to 91%, exceeding our initial 85% target



PLANET

- Qualitative climate assessment completed
- Scope 1 and 2 carbon emissions reduced by 6% while continuing to grow, achieving a 9% improvement in the efficiency of greenhouse gas emissions per million-euro revenue
- Country-level waste data quantified for the first time, starting with the Netherlands, where 97% of waste is recycled, reused, and recovered



PERFORMANCE

- Ethics training delivered to 945 employees, so that 97% of those in higher-risk roles are aligned with our integrity standards
- Zero incidents of corruption identified across our operations during 2024 and 2025
- Double Materiality Assessment completed, identifying the material topics aligned with our priorities and the European Sustainability Reporting Standards

2

ABOUT US



Who we are

A leader in green environmental services

We are idverde – the leading green environmental service provider in Europe. Headquartered in Luxembourg, as of 31st December 2025, idverde was present in six countries, extending to seven early in 2026.

We cultivate climate-resilient, biodiverse spaces, and living environments for public and private sector clients throughout France (FR), the United Kingdom (UK), Denmark (DK), the Netherlands (NL), Germany (DE), Switzerland (CH), and now, Spain (ES). With 10,000 colleagues¹ across more than 200 branches, idverde meets the needs of 14,000 customers.

Our mission is to harness the power of nature to shape sustainable environments for future generations. Our mission guides everything we do.

Our purpose is to make everyday lives better through nature, together. Our purpose guides everything we do.

1. Including seasonal workers at peak periods



RECENT ACQUISITIONS

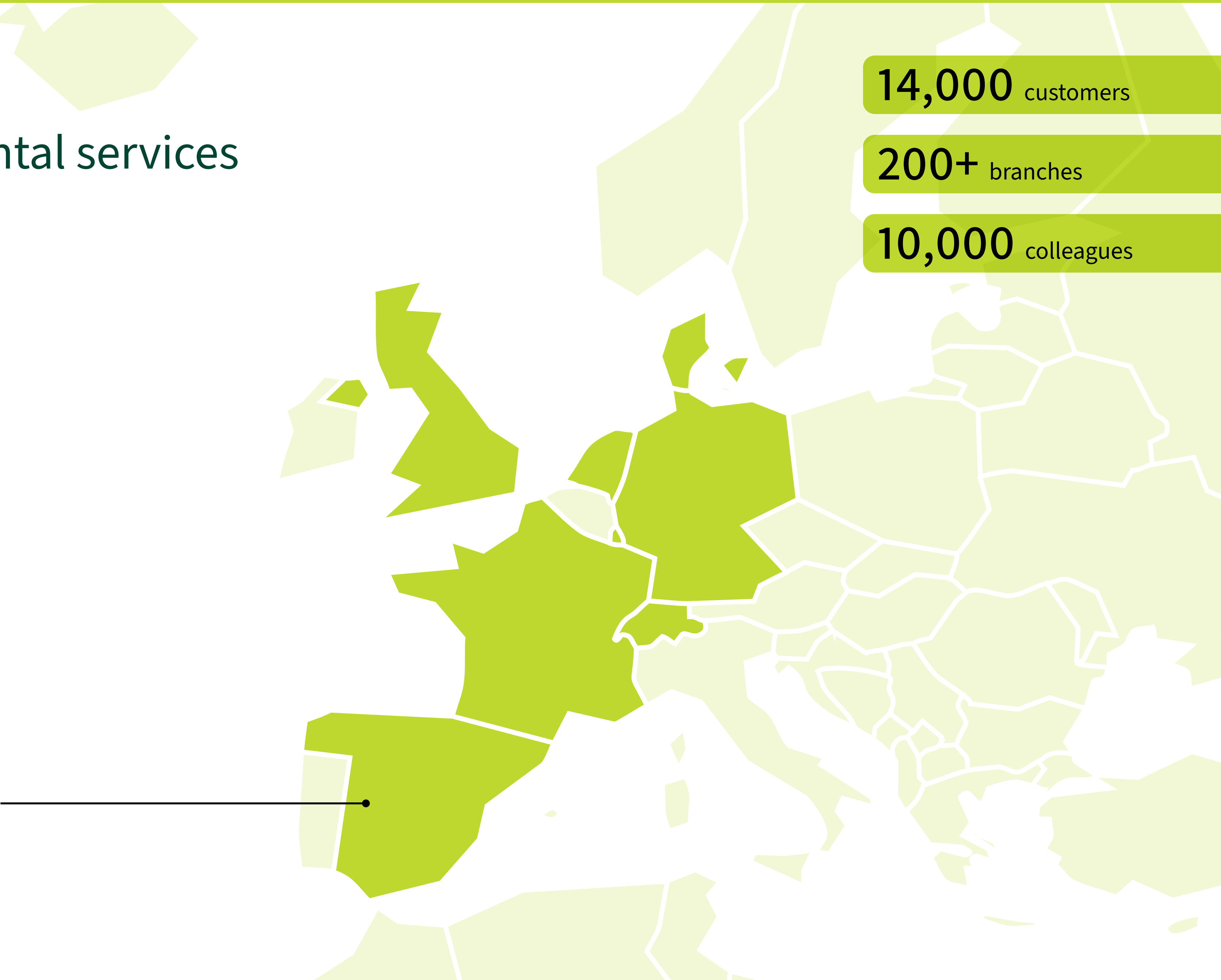
In March 2026, idverde further strengthened its European platform by acquiring a majority stake in El Ejidillo Viveros Integrales, in Spain, bringing advanced expertise in water-efficient green services and climate adaptation.

As the acquisition of El Ejidillo occurred after 31st December 2025, information and data relating to this business is excluded from this reporting cycle and will be integrated within idverde’s 2026 report.

14,000 customers

200+ branches

10,000 colleagues





What we aim for

Our Strategic Growth Plan

By integrating operational excellence throughout idverde, our strategic growth plan drives long-term value creation through three strategic priorities, which are supported by four group-wide leadership enablers.

Our priorities

- Scaling our core green services, locally and nationally**
 By expanding regional coverage, deepening client relationships, and strengthening commercial excellence, we aim to enhance efficiency and value, building resilient local operations, supported by national scale.
- Accelerating growth in higher-value specialty services**
 By leveraging our scale, expertise, and integrated capabilities, we are expanding into fast-growing services such as tree care, water management, climate adaptation, design, and consulting. These activities complement our core services and enable us to capture new growth opportunities.
- Optimising margins**
 By focusing on continuous margin improvement, we are unlocking our potential. Driven by disciplined pricing and bid selectivity, procurement optimisation, enhanced field productivity, improved planning and route optimisation, stronger asset utilisation, and cost discipline, growth translates into sustainable value creation.

Our leadership enablers

- People leadership**
 By fostering a culture in which every employee can grow, feel empowered and make a difference, we are developing talent at every level of the organisation. We are strengthening a compelling employee value proposition that supports engagement, retention, and professional development.
- Assets leadership**
 By managing our fleet, equipment, and infrastructure in a smarter and more integrated way, we maximise our asset utilisation. We are improving performance in the field and ensuring rigorous capital discipline across our business.
- Impact leadership**
 By building impact-driven growth, we are making a measurable, scalable, and increasingly differentiated contribution to nature and communities. We are transitioning towards a data-centred approach, strengthening and demonstrating the value we create for all stakeholders.
- Mergers and Acquisitions leadership**
 By partnering with companies that have strong local connections, recognised expertise, and entrepreneurial leadership, we preserve local identity while strengthening collective capabilities. We are leveraging the strength of our integrated European platform to deliver sustainable long term growth.

idverde colleague, DK





What we do

Partners in greener living

With an established reputation for green projects and sustainable maintenance, idverde continues to respond to evolving client needs. We deliver high-impact solutions across three segments:

Core Greening Services

- **Urban greening:** creating and enhancing green living spaces, streets, and buildings
- **Community well-being:** contributing to social well-being through nature, recreation, civil infrastructure maintenance, and community services

Speciality Services

- **Tree care:** planting and pruning, and maintaining woodlands and forests
- **Water management and climate adaptation:** managing water resources, through smart watering, and regenerating landscapes to strengthen biodiversity and resilience. Managing water infrastructure and open land to mitigate and adapt to climate change

Advisory and consulting

- **Innovative urban design and eco-engineering:** advisory services on green fund financing and compensation schemes

CORE GREENING SERVICES

Urban Greening



Community Well-being



SPECIALITY SERVICES

Tree Care



Water Management and Climate Adaptation



ADVISORY AND CONSULTING

Innovative Urban Design and Eco-Engineering





Case Studies

URBAN GREENING Jardin Extraordinaire, FR

In France, idverde is delivering the extension of the Jardin Extraordinaire ‘the extraordinary garden’, on behalf of Nantes Métropole Aménagement. Scheduled for completion in 2026, the transformation of the former Miséry du Bas-Chantenay quarry, in Nantes, involves the creation of a landscaped garden with a unique microclimate favourable to tropical flora. Alongside the creation of a 700 square metre natural swimming pond, features include:

- An additional 1.6 hectares of green space
- More than one hectare where the ground has been de-sealed
- 280 trees planted and 150 trees preserved

COMMUNITY WELL-BEING Bispebjerg Hospital, DK

In Denmark, idverde constructed 5,000 square metres of therapeutic landscape within the heritage-listed gardens of Copenhagen’s Bispebjerg Hospital. Designed as a healing garden for patients, relatives, healthcare staff, and visitors, the project integrates restorative design principles, providing green space that supports well-being, alongside efficient water infrastructure, and smart irrigation. Technical expertise on plants, materials, and soil for urban settings involved more than 130,000 items being planted, including:

- 320 trees and 1,250 shrubs
- 10,000 perennials and 95 climbing plants
- 120,000 bulbs

TREE CARE Tree surveys, UK

In the UK, idverde’s specialist tree care services bring arboriculturists and ecologists together to enhance sustainable outcomes. For example, during 2025:

- Community housing: tree surveys and inspections were undertaken across more than 70,000 acres. Findings were captured in idverde’s tree management app to enable tree monitoring and contractor coordination
- National Healthcare Services: assessments, including tree surveys, ecological appraisals, and biodiversity reporting informed estate management and development projects. These assessments were complemented by protected species identification and habitat protection guidance

WATER AND CLIMATE ADAPTATION Promenade du Paillon, FR

In France, idverde contributed toward the creation of an urban forest as part of the Promenade du Paillon, Nice. The forest provides a green corridor that contributes to climate resilience by helping to cool the city, while rainwater collection will eventually meet the park’s needs during periods of drought. During 2025, the eight-hectare extension delivered:

- De-sealed ground, with drainage surfaces installed for water recovery, and fertile soil to accommodate new planting
- More than 400,000 plants, and 5,000 low-water trees of 150 species that are suited to the Mediterranean climate, and provide valuable shade
- Storage capacity for approximately 2,500 cubic metres of recovered water

ADVISORY AND CONSULTING Rainbow Neighbourhood, NL

In the Netherlands, idverde’s green impact modelling services enable clients to consider scenarios and optimise sustainability outcomes. For example, in the redevelopment of the Rainbow Neighbourhood in Almere, stakeholders were supported in making informed decisions to achieve a range of liveability, biodiversity, and climate adaptation objectives by:

- Leveraging idverde’s proprietary water modelling technology
- Using satellite imagery to prepare heat stress maps
- Referencing flood and drought projections

Tree work on Mobile Elevating Work Platform, NL





Our value chain

idverde’s value chain is engineered to deliver measurable nature-positive outcomes, ensuring resilience across upstream supplies and downstream impact

UPSTREAM SUPPLIES

Horticultural Materials

Trees, shrubs, plants, seeds, fertilisers, plant protection products, irrigation systems

Construction Materials

Concrete, stone, gravel, sand, timber, grit salt, fencing materials, indoor green walls

Urban and Outdoor Furniture and Play

Street furniture comprising various natural and synthetic materials

Energy and Utilities

Energy sources (including electricity, gas, liquid fossil fuels, and biofuels), clean water, sewage and waste management

Rental and Purchased Equipment and Vehicles

Heavy machinery and plant, specialised landscape maintenance machinery and tools, vehicles

Contractor Workforce

Contracted labour, including craftsmen, engineers, and specialised operatives.

DIRECT OPERATIONS

Urban Greening

Creation and maintenance of green living spaces, wildlife management, green streets, roadsides and roundabouts, green walls and roofs, vertical gardens, indoor green features

Community Well-being

Well-being through nature, road and traffic management, winter services, bereavement services, responsible community services

Tree Care

Planting and maintenance of urban forests, tree pruning and forestry, tree health monitoring and management, tree mapping and monitoring

Water Management and Climate Adaptation

Ecological engineering, water infrastructure and management, smart watering, biodiversity enhancement

Consulting and Advisory

Green living space design and innovation, advisory on green funds financing, green compensation mechanisms

DOWNSTREAM OUTCOMES

Environment

- Biodiversity enhancement and protection, restoration, soil health, wildlife conservation
- Upstream water retention and drainage, stormwater/flood and drought management
- Climate adaptation and mitigation, urban cooling
- Carbon capture and sequestration
- Maintenance and health of ecosystems, ecological and recreational value

Society and Economy

- Improved public health and well-being, air quality improvement
- Public safety, traffic calming, mobility and accessibility
- Community engagement, events venues, connection and cohesion
- Education opportunities, including sustainability and youth engagement
- Social equity through access to nature, social inclusion, and culture
- Economic growth, for example, land and property value, productivity, tourism

3

OUR APPROACH TO SUSTAINABILITY



Emerging trends

A range of evolving global trends influence society, the economy, and our business

Led by idverde's Group Head of Corporate Development, Greg Hely Hutchinson, we consider how these trends are reflected within our business strategy.

Critical to this is the expertise embedded within our country operations, which enables us to apply tailored solutions that reflect local circumstances. During 2025, Greg explored these themes through discussions with our country CEOs.



We are experiencing a global nature crisis, with unprecedented loss of biodiversity and ecosystem functioning. How is idverde leading the solution?

Xavier Piccino, CEO, idverde France: With decades of experience, and dedicated ecologists, we have a track record of reversing biodiversity loss and enhancing nature through green design, ecological restoration and nature-based solutions. For example, our sustainable ground maintenance activities at Renault's Technocentre, in Guyancourt ([page 69](#)), demonstrates:

- **Nature-friendly maintenance:** helping wildflowers and pollinators through reduced mowing and pesticide free weeding, supporting insect and bird diversity
- **Soil fertility:** repurposing pruning residues and leaves for natural soil mulching, benefiting soil fauna
- **Rainwater management:** improving soil permeability to restore natural hydrological processes



How is idverde embracing technology to fast-track solutions to complex sustainability challenges?

Philipp Frech, CEO, idverde Germany: We are accelerating digitalisation across our operations to drive smart automation and productivity. For example, in Germany, we mainstream technology throughout our service provision, which includes:

- **Smart Irrigation:** applying moisture sensors and weather-based controllers to eliminate water wastage
- **Autonomous maintenance:** investing in robotic mowers and fleet-telemetry systems to overcome labour shortages and increase fuel efficiency
- **Data-driven design:** enabling rapid concept development and generating climate impact and risk assessments

idverde colleague, DK





In our challenging economic times, to what extent are idverde clients demanding sustainable solutions?

Joost Heemskerk, CEO, the Netherlands: Sustainability is moving from a market differentiator to a commercial expectation. For example, our contribution to a sustainable recreation park near Landal Olde Kottink ([page 58](#)) illustrates our commitment to natural resources and circularity, including:

- **Biodiversity enhancement:** designing landscapes that support local ecosystems, featuring pollinator-friendly plants and wildlife corridors
- **Circular materials:** emphasising recycled materials and sustainable stone
- **Eco-friendly maintenance:** transitioning from chemical pesticides to organic alternatives, and from fossil fuel to electric equipment



How are changing customer expectations shaping the provision of idverde's green environmental services?

Arnaud Fauvel, Country Director, idverde Switzerland:

Urbanisation, and a post-pandemic focus on mental health, is increasing clients' prioritisation of wellness-driven design. For example, the rooftop garden, we designed and installed for the Innovation Hub, a medical and scientific platform in Genolier ([page 21](#)) provides a place of therapy and well-being, and demonstrates:

- **Community well-being:** connecting communities and complementing broader health and well-being initiatives by creating beautiful, natural green space
- **Sensory gardens:** delivering outdoor spaces that feature aesthetic design, including fragrant plants and calming water features
- **Aesthetic landscaping:** softening the impact of urban density through trellises, living walls, and planters to maximise green space in smaller areas



As a business that is fundamentally about people and nature, how ready is idverde for potential changes in government policy and society?

Aidan Bell, CEO, idverde, the UK: We look outwards to identify opportunities to improve how we meet client needs. Changing societal expectations and new generational shifts are reshaping our marketplace, and, for example, our assessment into gender pay equality ([page 31](#)) and our apprentice schemes ([page 33](#)) reflect our motivation to engage and retain employees, and to build capability through employee engagement.

As we continue to strengthen preparedness to thrive in our ever-changing world, we focus on three strategic priorities:

- Scaling our core green services, locally and nationally
- Accelerating growth in higher-value specialty services
- Optimising margins

These priorities are supported by our four leadership enablers ([page 8](#))



IN FOCUS

The Strehleranger Education Campus, DE

In Germany, during 2025, idverde designed and constructed more than 22,000 square metres of outdoor facilities at the Strehleranger Education Campus, Munich. Commissioned by the city authority, this involved the creation of a schoolyard and recreation area, including green and open spaces and the integration of exercise and recreation areas to create a modern and versatile outdoor space that supports everyday school life. The campus represents an important contribution to the educational infrastructure of Munich.

idverde colleague, Parc Lagravère, FR



Regulatory preparedness

idverde is preparing for a portfolio of emerging regulations that aim to drive the European Union (EU) to become a modern, resource-efficient, competitive economy.

The regulations, derived from the Corporate Sustainability Reporting Directive and the EU Taxonomy, focus on the disclosure of ESG information.

Aligned with the commitment in our strategic growth plan to become an impact leader ([page 8-9](#)), we are taking steps to adopt disclosure requirements so that our reporting reflects transparency and accountability expectations.



Q&A with idverde's Group Chief Finance Officer, Richard Blumberger

How does idverde consider the new regulations?

The regulations are a step forward in aligning the disclosure of non-financial information with traditional financial reporting. We observe growing stakeholder interest in how our business manages positive and negative impacts on society. Investors and lenders increasingly expect transparency regarding how we manage financial risks and opportunities presented by, for example, climate change, nature loss, and social cohesion. The EU's regulatory package creates a level playing field, discouraging companies from cherry picking, while providing robust methodologies that produce credible, comparable data on which stakeholders can make informed decisions.

How is idverde preparing to meet regulatory requirements?

The regulatory framework provides a baseline for all businesses to follow. Preparedness is about more than compliance, and we are adopting the principles on which the regulations are based as we continue to enhance our approach to non-financial reporting. We recognise that the

services we deliver contribute to community well-being, climate resilience, and nature. However, as evidencing these outcomes can be challenging, we are building our capability to measure our impacts. So, the regulations reflect our existing intentions – and we hope they will level the playing field for our sector.

How are your preparations influencing how idverde does business?

It is simply not possible to play lip service to non-financial reporting – the new regulations double down on that. We recognised that sustainability must be managed strategically through our value chain. To set the foundations, during 2025, we completed double materiality and climate risk assessments, introduced group-level sustainability expertise to complement our country-level resource, and initiated an ESG Committee. This will enable us to continue to meet our customers' sustainability expectations while building our capability to measure, report, and disclose our performance.

idverde colleague, Kolding, DK



Our stakeholders

Understanding and striving to meet stakeholders’ expectations informs our business strategy, shapes idverde culture, and guides our decision-making.

- **Customers:** commercial teams meet clients to consider how idverde can contribute towards sustainability goals through service offerings
- **Suppliers:** procurement teams collaborate with suppliers to define the sustainability characteristics of materials
- **Employees:** human resources teams facilitate engagement through an annual employee survey
- **Investors and lenders:** our Group Chief Finance Officer engages investors and lenders through regular meetings about shared priorities

During 2025, we held face-to-face engagement sessions with selected stakeholders throughout our European operations. This enabled us to maintain our understanding of the sustainability issues that matter to our customers, suppliers, and employees.

Each stakeholder group prioritises sustainability topics based on their circumstances. In some cases, sustainability topics can be considered ‘baseline expectations’ for doing business, while in others, sustainability topics can act as ‘commercial differentiators’. For example:

	BASELINE EXPECTATIONS	COMMERCIAL DIFFERENTIATORS
CUSTOMERS	• Health, safety and well-being • Anti-corruption and bribery • Human rights	• Climate adaptation • Climate change mitigation • Biodiversity
SUPPLIERS	• Health, safety and well-being • Biodiversity • Anti-corruption and bribery	• Circular economy • Climate adaptation • Human rights
EMPLOYEES	• Health, safety and well-being • Diversity, equity and inclusion • Workplace conditions	• Training and skills • Climate change mitigation • Biodiversity

CUSTOMERS

“idverde can be a driving force for change by proposing innovative solutions to sustainability challenges, such as climate change.

Ben Coulter, Head of Sustainability, London Legacy Development Corporation.

“Biodiversity is critically important - and urgent. It is our joint responsibility to consider how we impact ecosystems when we interact with nature.

Kathrine Brandt, Partner, Thing Brandt.

SUPPLIERS

“Climate change mitigation is non-negotiable. It is a top priority for collaborative working.

John Koomen, Chairman, the Royal Dutch Association of Landscapers and Gardeners, the Netherlands.

“It matters to us that we share common values with idverde. Values shape our relationship and build trust.

Emma Colebrook, Health, Safety, Environment Specialist, KINTO.

EMPLOYEES

“As a European leader, idverde can contribute to making the world a better place by demonstrating maturity in our approach to environmental management.

Ronan O’Brien, Team Leader, idverde, the UK.

“Keeping people safe relies on a positive safety culture. This involves our colleagues not only understanding how to work safely, but also feeling motivated, empowered, and capable of doing so.

Mathieu Beauvillain, Territory Director, Hauts de France Est, idverde France.

Examples

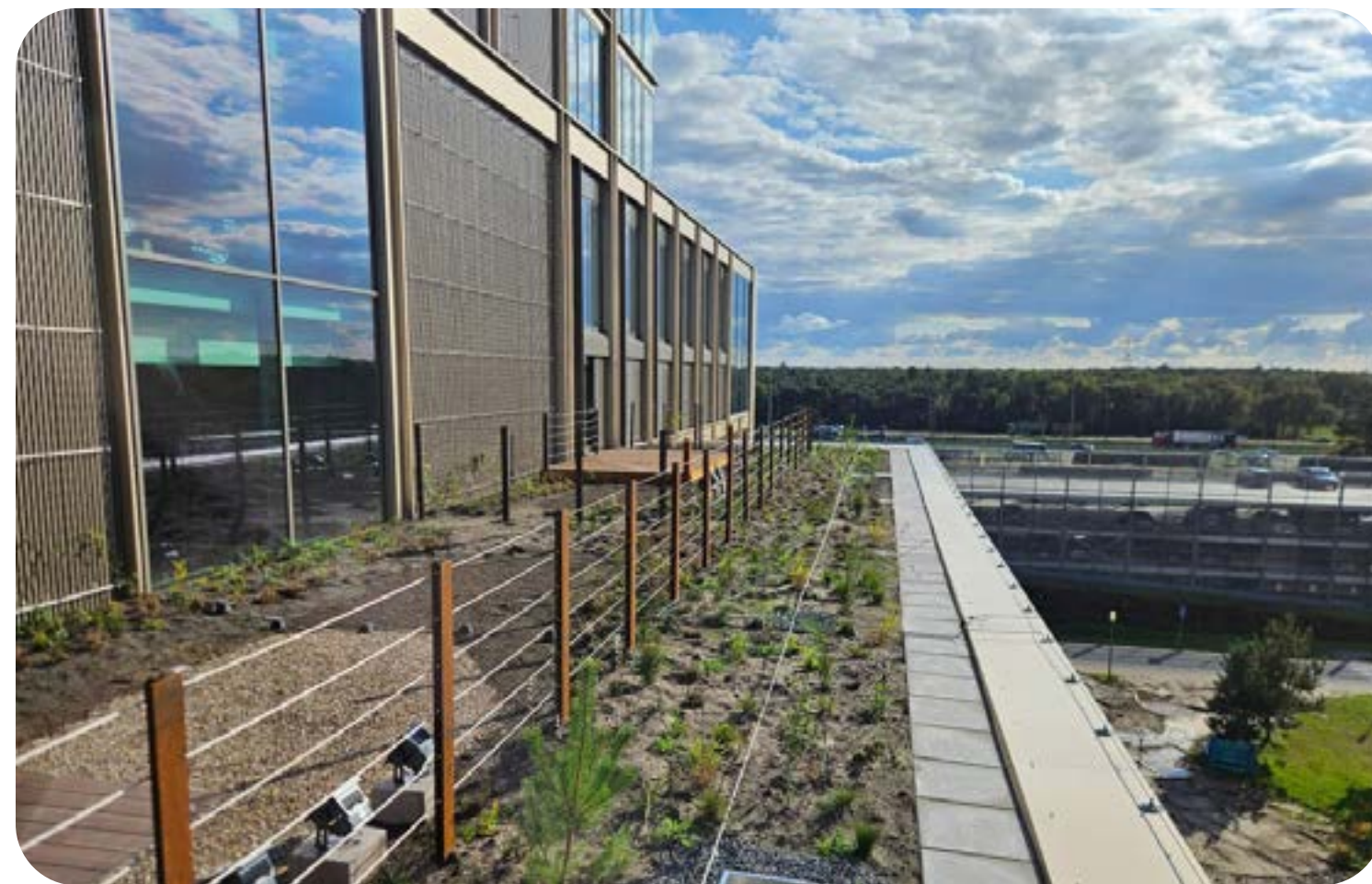


CUSTOMER Green roofs, NL

In the Netherlands, at High-Tech Campus, a premier European research and development facility in Eindhoven, idverde has designed and installed green roofs on the campus buildings. The roofs support solar installations, and can store up to 70 centimetres of water, with smart solutions for collecting and buffering rainwater. Key features include:

- Flow-controlled drainage to delay runoff, reducing peak rainwater load stress on the drainage network, while supporting plant health and resilience during dry periods
- A planting strategy that promotes biodiversity through native, site-appropriate species, from climbing plants to heathland vegetation, supported by layered substrate and an irrigation system

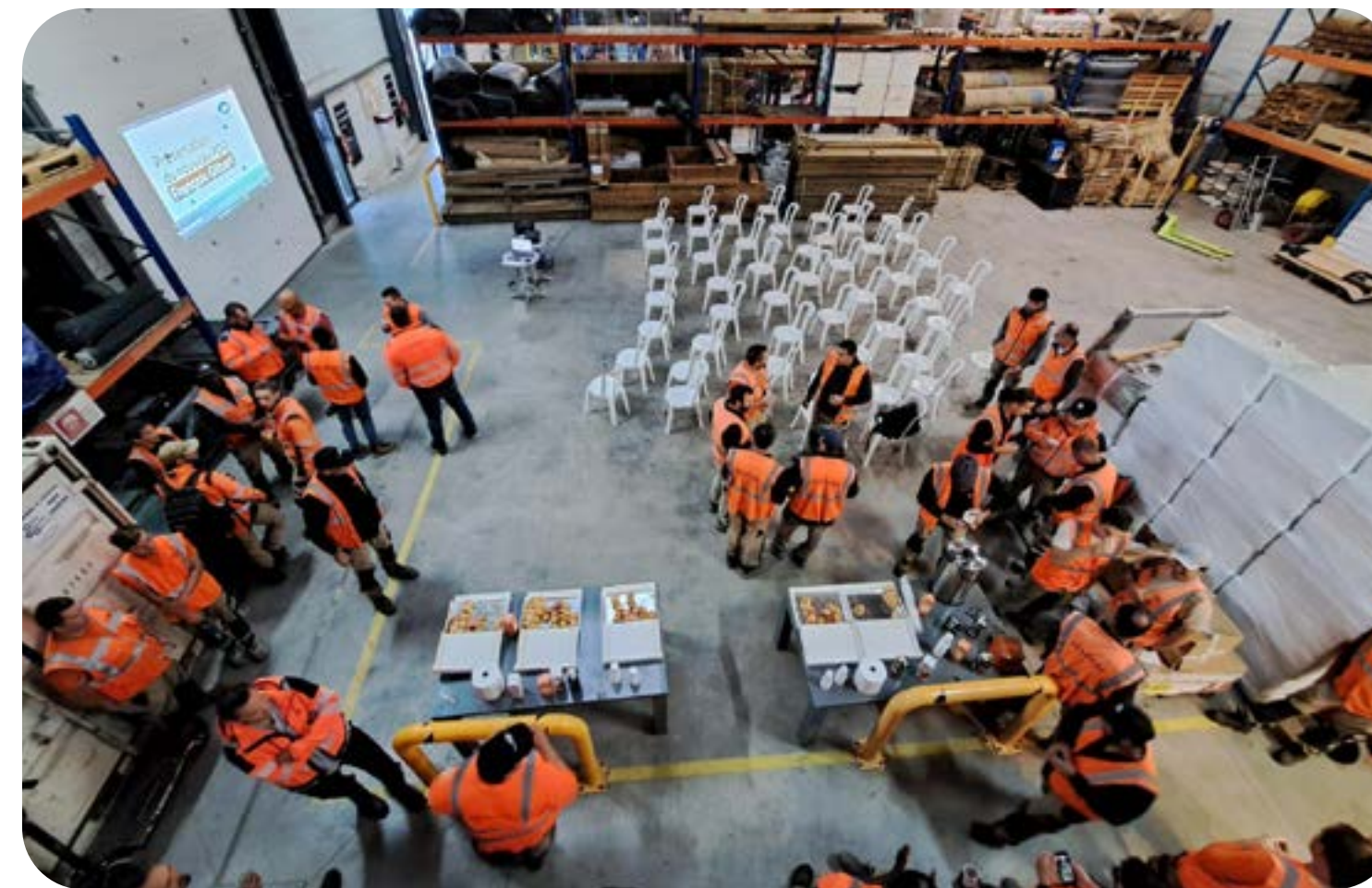
A green oasis on the High Tech Campus in Eindhoven, NL



COLLEAGUES Safety awareness, FR

In France, idverde's first Tree Pruning Conference brought together more than 100 colleagues, during 2025. The conference focused on safety within pruning activities by exchanging good practice between idverde teams and strengthening safety culture among tree pruners. This initiative complements idverde's ongoing focus on its vital safety rules, which provide a structured framework for raising safety awareness. Launched in 2025, these vital rules cover 12 topics designed to control safety risk throughout our operations.

idverde Safety Day, FR



SUPPLIER Safe driving, UK

In the UK, idverde engaged specialists to support safe, environmentally conscious driver behaviour. The innovative 'Lightfoot' technology tracks how a vehicle is being driven, for example, acceleration rates and braking intensity. Our focus on in-cab coaching aims to reduce accidents, maintenance needs, and fuel consumption, which in turn generates lower emissions. With installation across our fleet of 1,250 commercial vehicles, the risk reduction has been endorsed by our insurers. Over a two-month period, we experienced:

- 34% reduction in hard braking and acceleration
- 9.9% increase in fuel efficiency

Safe driving innovative 'Lightfoot' technology, UK



Double materiality

During 2025, we strengthened idverde’s sustainability foundations by completing a double materiality assessment. The findings enhanced our understanding of our social and environmental interactions, and the role of good governance in managing these:

- **From the inside looking out:** how our activities can affect society and the environment, both positively and negatively
- **From the outside looking in:** how environmental and social risks and opportunities can affect financial performance

Our Double Materiality Assessment aligns with the methodology set out within the European Union’s regulatory framework for ESG disclosures ([page 15](#)) while reflecting evolving stakeholder expectations ([page 16](#)), by assessing:

- **Impacts:** the actual positive or negative effects that a company’s value chain has on the environment and society
- **Risks and Opportunities:** environmental and social conditions that may affect business performance

✓ In our 2024 Sustainability Report, we committed to initiate a Double Materiality Assessment that will inform the ESG topics that we prioritise for action. This commitment has been delivered.

→ **Commitment:** During 2026, we will incorporate the findings from our 2025 Double Materiality Assessment within our Sustainability Strategy.

Using the classifications set out within the European Union’s European Sustainability Reporting Standards, our assessment identified the topics that are material to us. These will shape our strategic approach to sustainability and future reporting arrangements.

Building a
Workforce For
the Future

Climate
Action

Water
Management

Workforce
Health, Safety
and Well-being

Fair and
Inclusive
Workplace

Circular
Economy
and Waste

Biodiversity
and Ecosystems

Governance
and Integrity

Human
Rights



Tree Pruning, FR

4

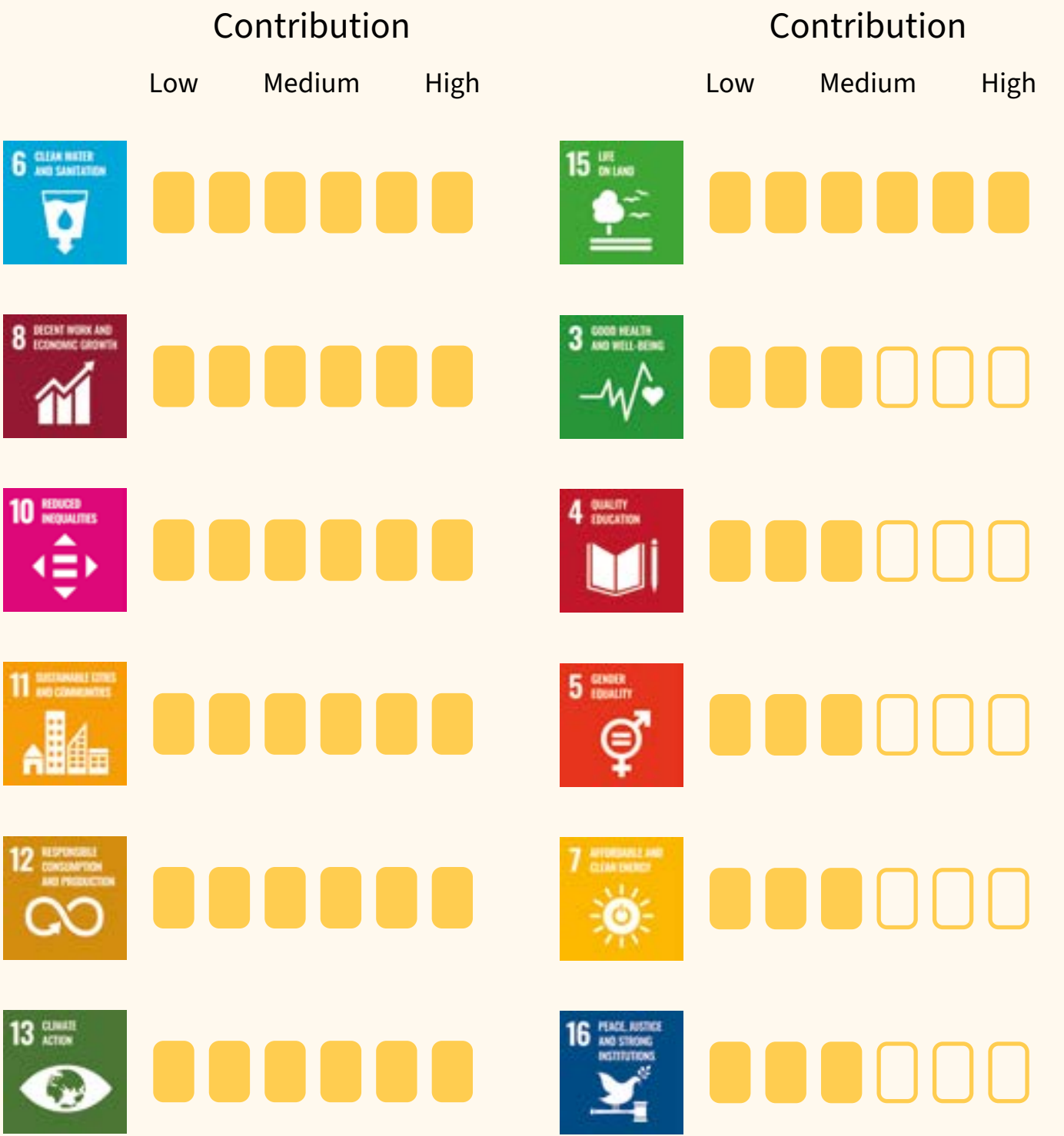
OUR SUSTAINABILITY STRATEGY



Contributing to the UNSDGs

Through the delivery of green environmental services, idverde is proud that idverde contributes towards the United Nation’s Sustainable Development Goals (UNSDGs). We focus our efforts on the areas where we can make the biggest difference.

Aligned with our strategic growth plan commitment to become an impact leader ([page 8-9](#)), we contribute most meaningfully to seven UNSDGs.



6 CLEAN WATER AND SANITATION

This Goal is to ensure availability and sustainable management of water and sanitation for all.

We contribute by using alternatives to harmful chemicals, using water efficiently, and conserving natural water sources through irrigation and integrated water management.

CHÂTEAU-THIERRY TOWN SQUARE

FR

In France, idverde introduced sustainable water management to transform an historic Town Hall square, in Château-Thierry. The project centres on reviving an abandoned natural spring, which is harnessed and treated to supply water for the fountain. A closed-loop system supplies water to the installations, removing the need for potable water. Water use is optimised through smart regulation, adapting to real time weather conditions to minimise evaporation and splashing losses. By rethinking water as a local, circular resource, the project saves around 1,200 cubic metres of potable water each year.

8 DECENT WORK AND ECONOMIC GROWTH

This Goal is to promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.

We contribute by providing employment that is safe, promoting youth employment, education and training, and protecting working conditions and labour rights.

BUILDING GREEN SKILLS

DK, NL

idverde continues to build green skills by sharing experience between colleagues with different roles working throughout our operations:

- In Denmark, our Malmos operation brought 38 site supervisors and project managers together to discuss technical and financial aspects that maintain high quality, value-adding service delivery
- In the Netherlands, we encourage office-based workers to partner with project managers to learn about biodiversity and sustainable operations

10 REDUCED INEQUALITIES

This Goal is to reduce inequality, focusing on tackling disparities in income, opportunity, and human rights.

We contribute by reducing income inequalities by providing fair pay, and requiring equal opportunities, without discrimination, throughout our value chain.

GOLDEN TICKET CHALLENGE

UK

In the UK, during 2025, idverde introduced the Golden Ticket Challenge to reward endeavour and achievement. This scheme focuses on employees not eligible for a performance related bonus, inviting nominations for outstanding performance. Nominees are entered into a monthly draw to win Golden Tickets, linked to financial performance, and redeemable for rewards. During 2025, 513 employee nominations were accepted, with 127 rewards issued.

Contributing to the UNSDGs



This Goal is to make cities inclusive, resilient, and sustainable. Air quality, infrastructure, and access to green space contribute to health and well-being, and cohesive communities.

We contribute through the creation of inclusive, sustainable urban spaces that support social inclusion, and which improve environmental quality within cities.



INNOVATION HUB ROOFTOP GARDENS CH

In Switzerland, a rooftop garden, designed and installed by idverde, at the Innovation Hub, a medical and scientific platform in Genolier, in the Canton of Vaud, provides a place of therapy and well-being. Spanning 6,000 square metres across the building’s terrace, the garden focuses on the human senses - sight, hearing, taste, smell, and touch - creating a space that integrates rainwater management and thermal regulation. Alongside seasonal harvests for the restaurant, the garden includes:

- 36 trees and 600 square metres of ground cover
- 920 square metres of native and fragrant flowering shrubs
- 1,000 square metres of flower meadow



This Goal is to ensure sustainable consumption and production patterns, aiming to do more and better with less by decoupling economic growth from environmental degradation.

We contribute through the sustainable management and use of natural resources, managing hazardous materials responsibly, and reducing waste.



UPCYCLING AND RE-USING TIMBER FR

In France, idverde’s Atlantic branch has developed a specialty in woodworking to meet demand for natural and sustainable furniture in landscaping projects. In our workshop, our teams upcycle and transform felled trees, extending their life cycle. In 2025, approximately 100 cubic metres of wood, including oak, chestnut, and ash, were repurposed to create furniture, including benches, playground apparatus for schools, and shelters for grazing sheep, all used locally in our landscaping.



This Goal is to tackle climate change. Even if we succeed in restricting the increase in global temperature, action is necessary to build resilience against the effects of a changing climate.

We contribute through supporting our partners to adapt to climate change by strengthening resilience and adaptive capacity.



URBANPLANEN CLIMATE ACTION PROJECT DK

In Denmark, during 2025, idverde continued the Urbanplanen Climate Action project on behalf of the Remisevængerne and Hørgården housing department, in Copenhagen. This large-scale, nature-based climate adaptation project covers 270,000 square metres, and will transform dense housing into climate-resilient landscapes by integrating water management, biodiversity, and social value. The project manages around 1.37 million litres of rainwater per week through local retention, infiltration, and reuse solutions, such as swales, rain gardens, and basins. This reduces pressure on drainage infrastructure.



This Goal is to manage forests sustainably, prevent land degradation, and reverse biodiversity loss.

We contribute through applying nature-based solutions to conserve and restore terrestrial and freshwater ecosystems, protect biodiversity and natural habitats, and prevent invasive species.



NATURE FRIENDLY VERGES UK

In the UK, idverde manage 14 roadside verges in Bromley, as part of our Nature Friendly Verges project. By adopting “No Mow Summer”, which allows wildflowers and grassland to flourish, our approach supports a variety of wildlife, including the striking pyramidal orchid. We are also rethinking how we manage roadside flower beds, replacing high-waste annuals, like geraniums, with perennial, pollinator-friendly plants, such as Alliums.

Sustainability governance

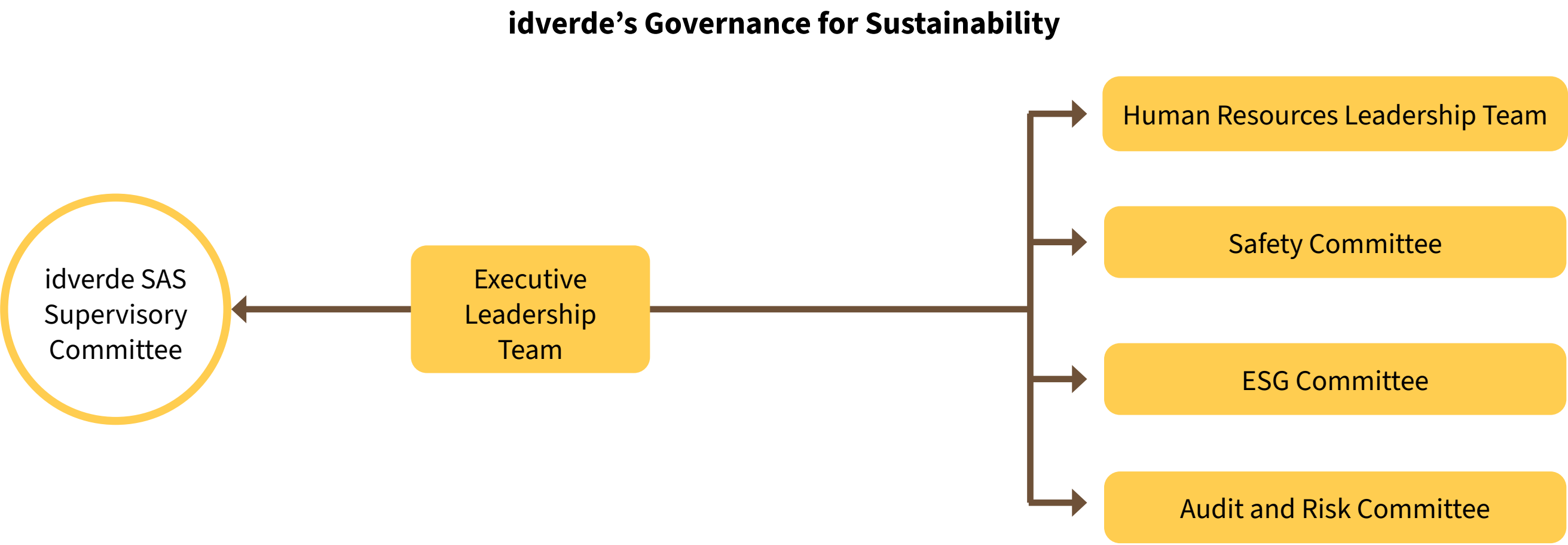
idverde’s sustainability governance reflects devolved decision making at country-level, while enabling group-wide oversight of strategy delivery. This involves assessing sustainability impacts, risks and opportunities, and measuring and monitoring how they are managed.

The Chief Executive Officer of each country of operation is responsible for local governance, including health, safety, and environment, business ethics, and people-related matters.

The Executive Leadership Team provides our primary governance body. Chaired by the Group Chief Executive Officer, with representation from each country of operation, the Group Chief Finance Officer, Group Chief Human Resources Officer, and Group Head of Corporate Development, the Executive Leadership Team reviews sustainability each quarter.

The Executive Leadership Team connects a series of groups, each with a sustainability remit.

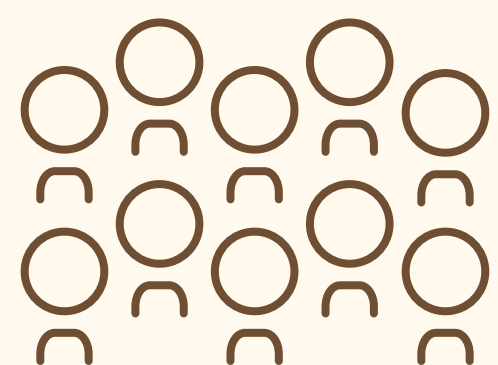
- **Supervisory Board:** positioned at the level of idverde SAS, the Supervisory Board’s regular update includes ESG matters
- **ESG Committee:** chaired by the Group Head of Corporate Development, the Committee drives the development and implementation of our ESG Strategy
- **Audit and Risk Committee:** chaired by the Group Chief Finance Officer, the Committee oversees compliance, including ESG risks and opportunities
- **Safety Committee:** chaired by the Group Chief Human Resources Officer, the Committee drives improvements in safety performance and safety culture
- **Human Resources Leadership Team:** chaired by the Group Chief Human Resources Officer, the leadership team oversees idverde’s People Strategy



Landscape, CH

Our People, Planet, Performance Framework

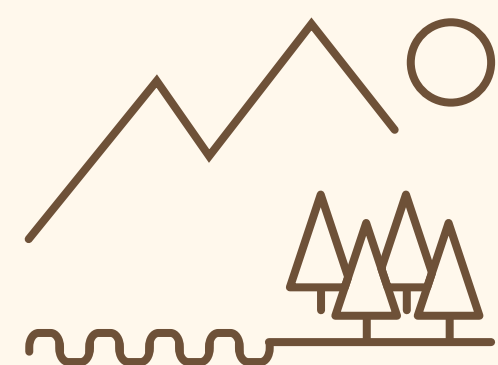
idverde's People, Planet, Performance framework describe our approach to sustainability and has been adopted throughout our business, and is an enabler to our strategic growth plan.



PEOPLE

Foster well-being through promoting a local and inclusive society

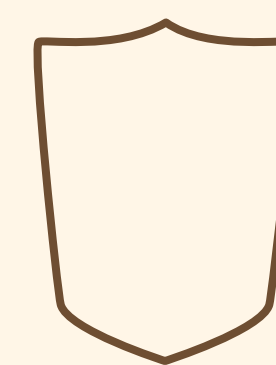
- People fundamentals: the basics that are important to our people
- Well-being
- Local partnerships
- Employability



PLANET

Demonstrate environmental leadership

- Planet fundamentals: The basics that are important to our planet
- Carbon
- Waste and resource management
- Biodiversity



PERFORMANCE

Raise awareness and support innovation to address sustainability challenges

- Performance fundamentals: the basics that are important to our performance
- Raise awareness
- Best practice and knowledge transfer
- Innovate to serve the environment

Meeting our commitments

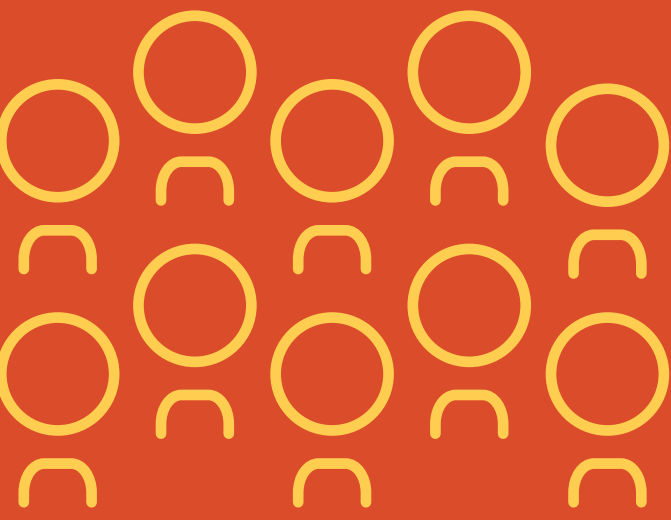
During 2025, we made progress against the commitments set in our 2024 Sustainability Report. We have set out seven commitments for 2026.

2024 SUSTAINABILITY REPORT COMMITMENT	PROGRESS MADE DURING 2025	2025 SUSTAINABILITY REPORT COMMITMENT
1 Initiate a Double Materiality Assessment that will inform the ESG topics that we prioritise for action	We completed our Double Materiality Assessment during 2025, identifying the ESG topics we will prioritise for action (page 18)	1 Incorporate the findings from our 2025 Double Materiality Assessment within our Sustainability Strategy (page 18)
2 Maintain our current level of certification to international safety management standard ISO 45001 across the group	We maintained ISO 45001 certification across the group (page 28)	2 Maintain our current level of certification to international safety management standard ISO 45001 across the group (page 28)
No commitment	No commitment	3 Enhance our focus on safety observations to encourage colleagues to report safety improvement opportunities (page 28)
3 Increase participation in our employee engagement survey and improve our performance score for ‘engagement’	Between 2024 and 2025, we increased participation in our employee engagement survey from 51% to 64%, and improved our engagement score from 83% to 91% (page 37)	4 Increase participation in our employee engagement survey and maintain our engagement score (page 37)
4 Maintain our current level of certification to international environmental management standard ISO 14001 across the group	We maintained ISO 14001 certification across the group (page 46)	5 Maintain our current level of certification to international environmental management standard ISO 14001 across the group (page 46)
5 Conduct further research into the potential impacts of climate change on our business	We completed a qualitative assessment of climate risks and opportunities with potential to affect our business during 2025 (page 48)	No commitment
6 Embed our methodology for measuring Scope 1 and Scope 2 greenhouse gas emissions, and agree our medium-term approach to measuring Scope 3 emissions	We continued to implement our methodology to calculate our 2025 Scope 1 and Scope 2 emissions. We have initiated an approach to measure our Scope 3 emissions (page 51)	6 Put in place plans to begin to measure our Scope 3 baseline and use this to set a decarbonisation pathway (page 51)
7 Review our portfolio of compliance-related policies and implementation plans to ensure they continue to meet our needs, and those of our stakeholders	During 2025, we commissioned a review of ESG related regulations across our European and UK operations. Further work is planned for 2026, with a focus on safety and environmental legislation (page 62)	7 Start work to streamline our safety and environmental legal records across the group (page 62)

Grass cutting, Golf de Verneuil sur Avre, FR



5



PEOPLE



People

Our People pillar aims to foster well-being by promoting a local and inclusive society

Alongside our People fundamentals, we have three commitments:

- **Employee well-being:** developing employee well-being to create a great workplace
- **Local partnerships:** engaging community organisations and creating partnerships to support social and economic priorities
- **Employability:** developing local employability

OUR PEOPLE PROFILE

As of 31st December 2025, idverde had 7,901 employees, a slight increase since 2024. More than three quarters of our workforce was based in France (45%) and the UK (33%), with the remainder in Denmark (10%), the Netherlands (7%), Germany (3%), and Switzerland (2%). The profile of idverde's employees is set out in the data table on [page 72](#).

During 2026, we welcomed a further 600 employees following the acquisition of El Ejidillo in Spain.

idverde employees

7,901 at 31st December 2025

33%

United Kingdom

45%

France

10% Denmark

Netherlands 7%

3% Germany

2% Switzerland



People Fundamentals

Health and Safety

WHAT THIS IS ABOUT

Health and safety is idverde’s top priority, protecting our colleagues, contractors, and the public from harm.

Hazards relate to, for example, using tools and mechanical equipment, construction activities, operating in challenging environments, and driving.

COMMITMENT

We are committed to ensuring the health, safety and well-being of workers, communities, and the environment through a positive safety culture and robust safety management systems.

UNSDG CONTRIBUTION

Through managing health and safety, we contribute towards four UNSDGs.



- Controlling safety risks to protect colleagues and communities from harm



- Providing safe, fair, and compliant working conditions, reducing incidents and downtime



- Delivering safe, accessible, and inclusive spaces for communities



- Responsible management of chemicals, training our colleagues in safe handling, storage, and recycling



SAFETY MANAGEMENT SYSTEMS

idverde has established safety management systems that are certified to international safety management standard ISO 45001, covering two thirds of our key locations in Denmark, France, and the UK, consistent with 2024.

In the Netherlands, 86% of our sites are certified to the ‘VCA’ Health Safety and Environmental Checklist, consistent with 2024. All sites continue to be certified to the Royal Netherlands Standardisation Institute’s ‘Safety Culture Ladder’, and our safety culture is assessed as being ‘Proactive’, which is the fourth of five stages.

During 2025, idverde formalised its health and safety governance arrangements, including a new Safety Committee.

“We introduce our agency staff into idverde’s work environment - and it’s essential that our people remain protected and safe, and that their well-being is properly considered.

—Contractor worker supplier, the UK

idverde colleague, FR





People Fundamentals

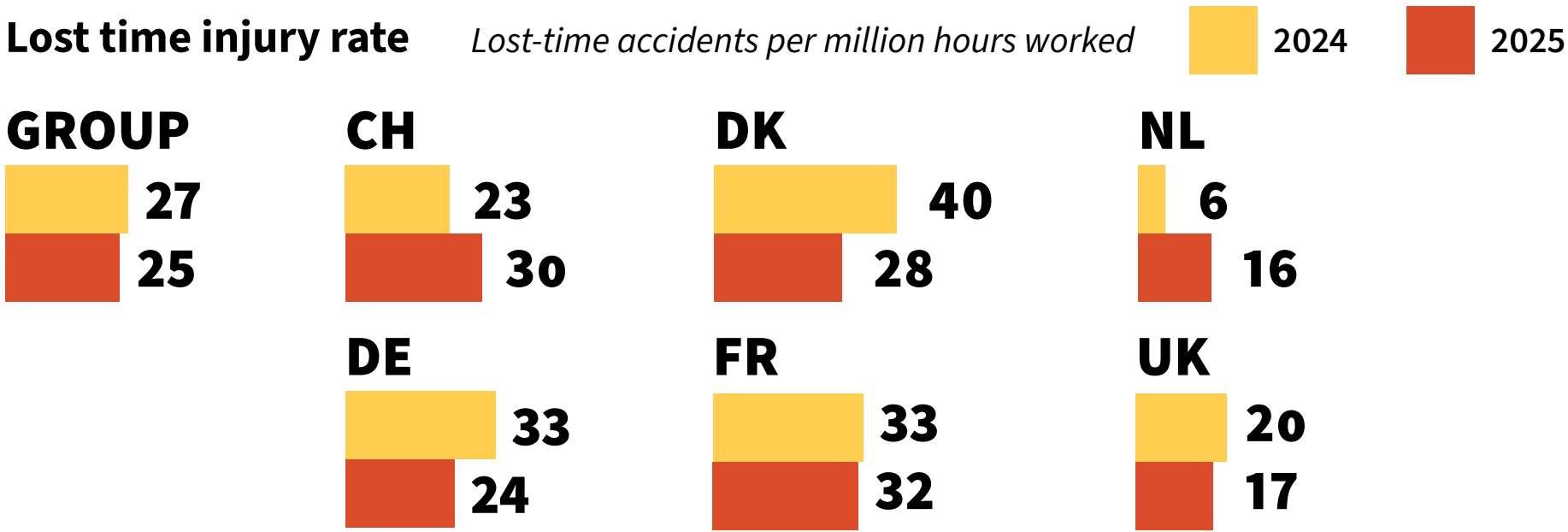
Health and Safety

OUR PERFORMANCE

The profile of idverde’s health and safety incidents is set out in the data table on [page 28](#). During 2025, our primary safety performance measure improved, with lost time accidents reducing by 7.4%, from 27 per million hours worked in 2024, to 25 in 2025. Around half of all safety incidents occurring throughout idverde during 2025 resulted in lost-time, with the lost time injury rate remaining lowest in the Netherlands and the UK.

✓ In our 2024 Sustainability Report, we committed to maintain our current level of certification to international safety management standard ISO 45001 across the group. This commitment has been delivered:

- Two thirds of locations certified to ISO 45001
- Lost-time injuries reduced by 7.4%



LOOKING AHEAD

- ➡ During 2026, we will maintain our current level of certification to international safety management standard ISO 45001 across the group.
- ➡ During 2026, we will enhance our focus on safety observations to encourage colleagues to report safety improvement opportunities.

Vegetation pruning, Messanges, FR



People Fundamentals

Examples

ACTING UPON LEARNING DK

In Denmark, idverde’s safety culture is built on learning from incidents to reduce safety risk. Each week, a short video shares information with colleagues about accidents, near-misses, and opportunities to improve safety. In parallel, trend analysis and incident investigations inform improvement actions. For example, during 2025, we initiated a campaign to prevent finger injuries, including a tender to provide cut-resistant gloves that reduce the risk of lacerations. We expect to experience a reduction in associated injuries in 2026.

COMMUNICATION AND ENGAGEMENT FR

In France, idverde’s safety culture includes a focus on change to employee engagement. For example, our annual Safety Challenge, based on criteria covering safety performance and team commitment to risk prevention, recognises good safety practice throughout idverde’s operations. Alongside this, our annual Safety Day showcases opportunities to improve workplace safety. During 2025, our Safety Day focused on the importance of colleagues reporting hazardous situations observed during operations. Workshops involved colleagues participating in a risk-spotting exercise and becoming familiar with a new reporting application.

INDUSTRY INSIGHTS NL

In the Netherlands, idverde’s safety culture includes applying safety insights from across the green environmental services sector within idverde. For example, during 2025, idverde analysed factors that contribute to safety risk associated with tree work. Based on our review of sectoral trends and incident investigations, a range of enhanced controls were adopted by idverde, including task re-design, equipment selection, and working from height.

SAFETY PERCEPTIONS UK

In the UK, during 2025, idverde carried out its first UK Safety Survey for all employees. Aiming to gain insight into employees’ perspectives on safety culture, the findings have been incorporated into a continuous improvement plan for 2026. Headlines include:

- 96% of respondents report they have been provided with the personal protective equipment they need to carry out their role safely
- 92% of respondents report that safety is idverde’s top priority
- 95% of respondents report being comfortable raising safety concerns with their manager



idverde colleagues on a construction site, CH

People Fundamentals

Diversity, equity, and inclusion

WHAT THIS IS ABOUT

Diversity, equity, and inclusion describes how idverde fosters an inclusive, fair, and supportive environment, including representation, equitable access to opportunities, pay, career progression, and inclusive practices. Understanding the different needs and circumstances of our colleagues helps us to support our people to perform at their best. Respecting individual differences enables everyone to contribute enthusiasm and skill towards achieving our goals.

COMMITMENT

We are committed to providing a workplace where everyone is valued and experiences fair, inclusive, and ethical employment through dignity, equality, and opportunity.

UNSDG CONTRIBUTION

Through managing diversity, equity, and inclusion, we contribute towards four UNSDGs.



- Inclusive hiring and equitable pay, alongside leadership development to promote participation in decision-making



- Fair, secure, and equitable employment for our employees



- Policies and frameworks that ensure equal opportunities



- Design and maintenance of spaces that promote inclusion and accessibility alongside environmental benefit

WORKFORCE DEMOGRAPHICS

We understand the challenge of building a workforce that reflects the diverse communities in which we operate. We also recognise that our sector peers have a similar experience. So, we work with others to improve workforce diversity throughout the green environmental services sector.

The demographic profile of idverde’s employees is set out in the data table on [page 72](#).

“Diversity improves culture and performance - we become a better team for it. We have employees from a range of demographics, but it is important that we maintain our focus, as it is a challenge across our sector.

—Landscaping operative, idverde, the UK



Ground maintenance, FR



People Fundamentals

Diversity, equity, and inclusion

OUR PERFORMANCE

As of 31st December 2025, the gender profile of idverde's workforce remained predominantly male (87%), with 13% female, consistent with 2024. Each country has its own leadership team. Our country leadership teams were comprised of 46 individuals, as of 31st December 2025, of which 76% were male and 24% female, consistent with 2024.

Women represented 22% of all managers and 17% of senior managers, as of 31st December 2025.

FAIR PAY

Throughout society, gender-based pay disparities persist, reflecting broader structural inequalities. The pay differential between men and women in the European Union (EU) is 12% .

The EU's Pay Transparency Directive comes into law in member states during 2026. The directive requires that if an organisation has an unjustified gender pay difference greater than 5%, it must check the disparity and take measures to address it.

We conduct an annual gender pay gap analysis in France and the UK, which make up 77% of our employee base, with the aim of driving meaningful change.

During our 2025 gender pay review both France and the UK identified a negative pay differential of 1.4% and 11.4% respectively. This means that, on average, idverde's female colleagues are paid more than male colleagues in France and the UK. This reflects our workforce composition, where a large proportion of our male colleagues work in our general operative roles, while our female colleagues are more represented in management, office based, and support roles. These results reflect differences in role distribution across the business rather than unequal pay for equivalent roles.

idverde colleague, DK



People Fundamentals

Examples

INCLUSIVE EMPLOYMENT DK

In Denmark, idverde contributes towards inclusivity through social employment initiatives. For example, during 2025, we employed 18 individuals in flex jobs and six employees under Section 56 Agreements, which support employees with long-term health conditions. In partnership with job centres, these schemes support the retention of employees who may experience reduced work capacity, or health-related challenges, to remain employed through wage subsidies and re-skilling. Alongside reducing the risk of long-term economic exclusion, these schemes help strengthen our organisation through increased diversity, retention of skills, and positive employee engagement.

DIGNITY AND RESPECT AT WORK NL

In the Netherlands, during 2025, all 70 employees from idverde's consultancy business, Advies, attended a workshop on personal safety, dignity and respect in the workplace. Based on role play, with scenarios covering topics such as working in isolated locations and urban settings, participants gained valuable insight into how behaviour can affect mental well-being, productivity, and service quality. The workshop covered insights into diverse perspectives, and techniques to build personal resilience.

RECOGNISING WORKFORCE DISABILITY FR

In France, idverde works to raise awareness about disability in the workplace. In 2025, communications were shared with all employees to promote understanding of disabilities and chronic illnesses that may qualify an employee as having a disability. During 2025, our human resource teams supported 11 employees through the recognition process, enabling them to benefit from adjustments to working conditions and enhanced health monitoring.

INCLUSIVE RECRUITMENT UK

In the UK, idverde's approach to inclusive recruitment was shortlisted as a finalist for the 2025 Pro Landscaper Business Awards, Diversity and Inclusion category. Our approach involves training hiring managers in the selection process, and having a neutral party shortlist resumé. This helps us to manage unconscious bias, broaden our talent pool, and consider candidates whom we may otherwise have missed.

Technical day in Abbaye de Royaumont, FR



People Fundamentals

Development and skills

WHAT THIS IS ABOUT

The development of skills includes providing idverde’s workforce with training to perform their roles effectively, safely, and sustainably.

Providing opportunities to enhance skills and develop careers is key to attracting and retaining our workforce.

COMMITMENT

We are committed to developing the capabilities of our workforce and supply chain through training that enhances competence, performance, and career development.

UNSDG CONTRIBUTION

Through managing development and skills, we contribute towards four UNSDGs.



- Apprenticeships, work placements, and collaborations with training institutions expand access to vocational learning



- Training, apprenticeships, and green skills programmes
- Workforce development and equitable access to training and growth



- Guidance provides clients with sustainable methods that lower the environmental footprint of their projects



- Green skills training upskills our employees in climate and biodiversity



APPRENTICESHIPS

We recognise the value of apprenticeships:

- Helping to secure the supply of skills for the green environmental services sector
- Maintaining a motivated and capable workforce within idverde
- Creating opportunities for individuals in green environmental services

During 2025, 240 employees began apprenticeships throughout our business, including newly recruited apprentices and current employees developing their skills through an apprentice programme. While this intake represents a slight decrease, from 248, in 2024, the total number of ongoing apprenticeships across idverde increased from 355 in 2024 to 405 in 2025.

Where practical, we aim to retain individuals who complete their programmes, supporting their transition into ongoing roles.

In the UK, during 2025, 12 new apprentices joined us, and 20 existing employees began apprenticeship programmes. Working with our partner Central YMCA, our programmes primarily focus on Horticulture Level 2 training, designed for those starting a career in gardening, landscaping, or nursery management, with specialist pathways, including sports turf and arboriculture. 15 apprenticeships that commenced prior to 2025 were completed during the year, with six of these continuing their careers within our business.



Technical day in Abbaye de Royaumont, FR

People Fundamentals

Development and skills

WHAT THIS IS ABOUT

Training helps employees develop the skills needed to perform to our standards, including green skills.

OUR PERFORMANCE

During 2025, we continued to rollout annual performance and development reviews for idverde employees.

We provide development opportunities to support employees to progress into leadership roles by:

- **Enhancing mobility:** a career progression pathway, helping to retain talent
- **Improving performance:** equipping leaders to inspire teams and drive innovation
- **Fostering inclusion:** identifying leadership potential, reducing bias, and promoting equity

In focus:

- In 2025, more than 50% of employees in France, 60% of employees in the Netherlands and 86% of employees in Switzerland received an annual performance review.

“Green skills are a priority. We should collaborate as an industry to enable our workforce to understand, and be able to implement, sustainable practices.

—Trade Association, the Netherlands

idverde colleagues, DK



People Fundamentals

Examples

SKILLS FOR THE FUTURE CH

In Switzerland, during 2025, idverde welcomed 70 participants, including 35 students from Haute École de Professionalisation et d'Ingénierie Appliquée, to visit our Parc Des Franchises site and share sustainability practices. Students discussed the essential role of landscape architects in green space design, including, how we clean and re-use polluted soil and use sustainable materials and permeable coatings for planting pits.

VOCATIONAL TRAINING DK

In Denmark, during 2025, more than half of field staff in idverde's Malmos operation participated in at least one vocational training course. Overall, our Malmos employees attended 22 different further vocational training courses, with topics including chainsaw operations, tree care, and winter safety.

CAREER PLANNING FR

In France, during 2025, we updated idverde's training catalogue by creating more than 15 career paths across main professional areas. These pathways help regional managers and human resource teams identify training to support employee onboarding, retention, and career development. We also continued our 'Avenir' leadership development programme for future leaders, and 'Aurore', the programme for emerging talent, which began its third intake during 2025.

SPECIALIST SKILLS NL

In the Netherlands, during 2025, idverde's held our 'Together We Keep Learning' training. Over 250 field employees took part in craftsmanship learning, covering topics such as:

- Cutting with cordless tools
- Natural mowing
- The Nature Conservation Act

DEVELOPING LEADERS UK

In the UK, idverde's Leading Leaders programme supports individuals managing teams. Topics include safety leadership, managing change, and business growth. During 2025, 36 managers and 67 supervisors completed the programme, with feedback achieving a Net Promoter Score, an indication of advocacy, averaging 85%.



Tree planting, Les Pâquis, CH



People

Well-being

WHAT THIS IS ABOUT

Well-being involves creating a working environment where feeling valued contributes towards resilience and motivation.

By creating a positive working environment, where idverde's colleagues are connected to their work and to our goals, individuals and organisations can thrive.

COMMITMENT

We are committed to well-being, and making idverde a great place to work.

UNSDG CONTRIBUTION

Through managing well-being, we contribute towards two UNSDGs.



- Promoting mental and physical well-being for healthy lifestyles



- Supporting workforce engagement, retention, and development

Anniversary of the Idverde Messanges Agency, FR





People

Well-being

OUR PERFORMANCE

We measure our progress through idverde’s employee engagement rate, from our annual employee survey, The Voice. Our aim is to achieve an ‘employee engagement’ score of at least 85% throughout our business.

During 2025, almost two thirds (64%) of employees participated in The Voice, an increase from 51% in 2024. Throughout idverde, our average engagement score improved from 83% in 2024 to 91% in 2025.

The profile of employee well-being is set out in the data table on [page 72](#).

✓ In our 2024 report, we committed to increase participation in our employee engagement survey and improve our engagement score. This commitment has been delivered.

LOOKING AHEAD

→ During 2026, we commit to increasing participation in our employee engagement survey and maintaining our engagement score.

Participation in The Voice



Employee engagement score



“Our company purpose is linked to regeneration. We consider positive working conditions as a part of this and expect our business partners to share this aspiration.

—Customer, Denmark

idverde groundsman, UK



People

Examples

OCCUPATIONAL HEALTH SUPPORT DK

In Denmark, idverde provides all employees with private health insurance to complement public healthcare. This benefit aims to improve well-being and reduce absenteeism by extending access to treatment that supports employees' return to work. Designed to reflect the needs of physically demanding roles, health services include, for example, physiotherapy and chiropractic treatments, an online doctor, and psychologist support.

STOPPING SMOKING NL

In the Netherlands, as part of the national 'no smoking' campaign, idverde launched a sign-up website for employees to stop smoking. Employees had access to a mentor and could share experience with other participants. As of the end of 2025, more than half of idverde employees who took part remained smoke-free.

ENGAGING TRADE UNIONS FR

In France, working with social partners helps idverde to develop employment agreements. During 2025, we signed a new agreement with trade unions covering jobs and career management. This three-year agreement aims to strengthen idverde's competitiveness, enhance skills, and promote career paths.

HOLISTIC WELL-BEING UK

In the UK, through our health and well-being framework, the Thrive Care Hub, idverde supplements occupational health services through the 'Patient Advocate'. This initiative was part of our nomination and shortlisting for the 2025 Pro Landscaper Business Diversity and Inclusion Strategy Award, and helps idverde to manage and address employee well-being by:

- Working with National Health Service providers to access treatment quickly
- Supporting social needs, for example, advising employees experiencing housing challenges
- Providing guidance for employees struggling with physical or mental health concerns



Grass pruning Copenhagen, DK



People

Local partnerships

WHAT THIS IS ABOUT

Local partnerships involve activities such as donating time, skills, and other resources, along with discussing how idverde can support community and environmental awareness.

The well-being of our communities matters to us – just as it matters to our colleagues and our business partners.

COMMITMENT

We are committed to creating partnerships and working with community organisations to support local priorities.

UNSDG CONTRIBUTION

Through managing local partnerships, we contribute towards three UNSDGs.



- Volunteering and donating professional time
- Training and developing skills of employees and students
- Support for youth employment, education, and inclusion



- Community engagement in local green spaces
- Participating in environmental and volunteer projects
- Improving public and recreational areas



- Restoring degraded land and creating micro-forests
- Managing invasive species and creating habitats
- Biodiversity improvements and ecological stewardship

Playground Abbotts Lane Linear Park, UK





People

Local partnerships



IN FOCUS

Royal Society for the Protection of Birds, UK



In the UK, idverde partners with the Royal Society for the Protection of Birds (RSPB) to enhance biodiversity and promote nature. During 2025, the eighth year of the partnership, we embedded RSPB advisers within idverde, helping to transform thousands of hectares across urban parks, nature reserves, and housing developments into wildlife habitats.

Bromley

As part of extensive habitat management, in Bromley, we engaged communities to undertake orchid counts at Hangrove, which revealed more than 1,300 orchids, surveys of nature-friendly verges, bat box installations, and tree health training.

Midlands

As part of conservation efforts across the Midlands, we held hedgelaying training for three Charnwood Rangers, resulting in 23 metres of hedge laid in two days. Hedgelaying is a centuries-old skill that involves partially cutting the stems of shrubs and bending them to create a thick, living barrier. Willow lengths were intertwined within a hedge comprised of Hawthorn, Blackthorn, and other local species.

Northern Ireland

At Stormont, three volunteers, contributed 15 hours of bumblebee recording, with data uploaded to Ireland's National Biodiversity Data Centre. Wildflower mapping continued, and plans were developed for a bee bank, and feeding stations for Pine Martens, a Critically Endangered and Priority Species.

Queen Elizabeth Olympic Park

Community outreach activities identified two rare orchid species, the Common Spotted orchid and the Broad-Leaved Helleborine. In addition, the rare Deptford Pink was identified, a Schedule 8 protected, Endangered, and Priority Species, which is only found in around 15 locations in the UK. Butterfly and bee surveys revealed a thriving ecosystem, with Purple Hairstreak butterflies and 76 bee species recorded. Pond surveys revealed damselfly nymphs, and meadow assessments showed some areas reaching 60% wildflower coverage.

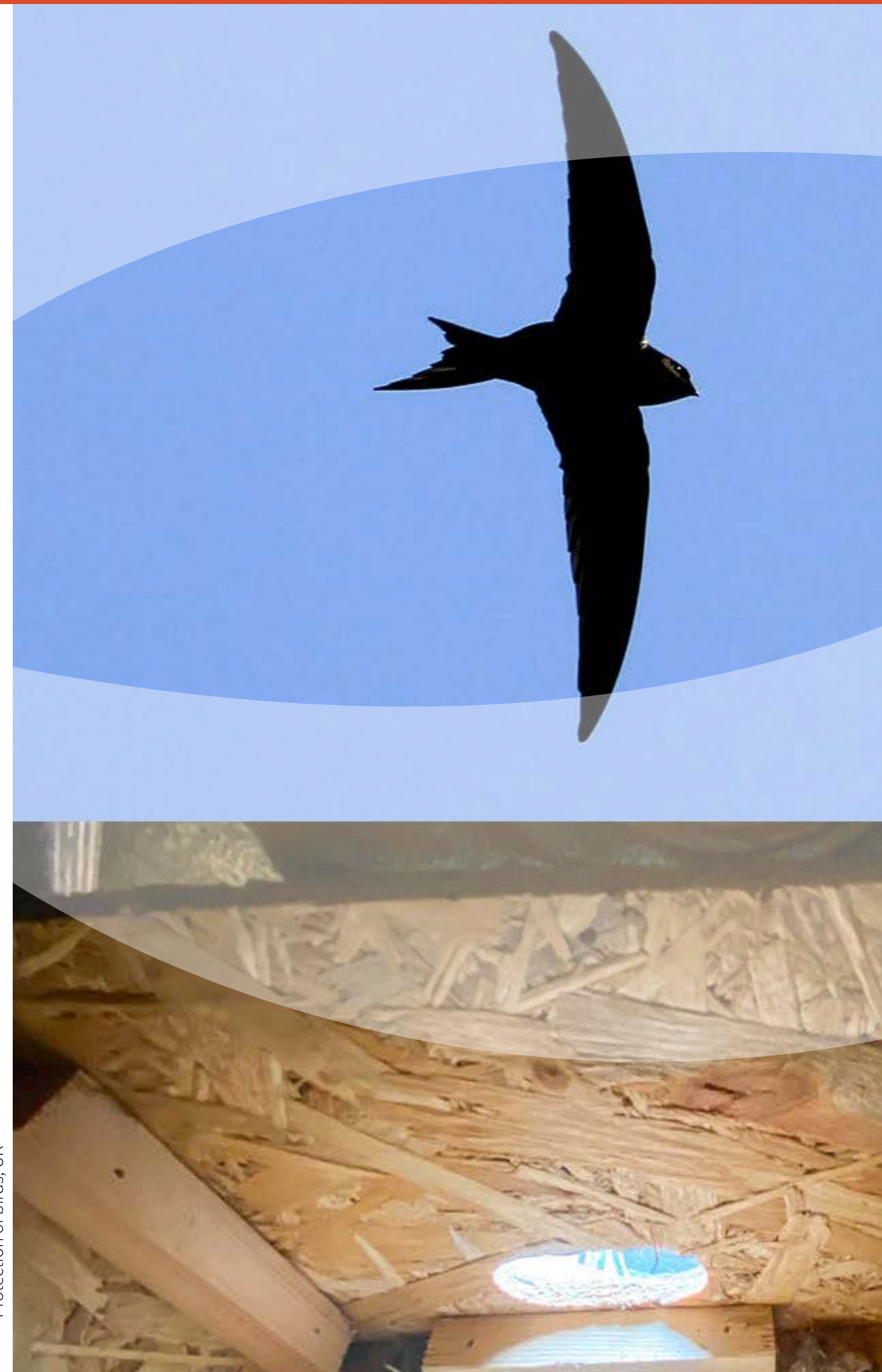
Westmoreland and Furness

Though an action plan with Westmorland and Furness Council, we created solitary bee habitats, led bat walks for more than 150 people, and is trialling pollinator-friendly plant beds on Bowness Promenade, paving the way for a wider rollout across Barrow.

Wormwood Scrubs

At Wormwood Scrubs, we led a dynamic programme of ecological and community engagement that was recognised with the Principal Award in the Nature Conservation and Biodiversity Enhancement category at the British Association of Landscaping Awards. Highlights included a creative walk with Imperial Health Charity, participation in London Climate Action Week, and ecological monitoring that revealed increasing records of the Priority Species Common Slow Worm, 242 butterflies and moths, and active bat populations via AudioMoth detectors.

Protection of birds, UK



People

Examples



DONATING PROFESSIONALS' TIME AND SKILLS

DK

In Denmark, idverde participates in innovation projects that shape green environmental services. Our contribution often consists of expert hours and practical know-how, with limited financial compensation. This strategic investment strengthens cross-sector collaboration, and, during 2025, we contributed over 400 hours of professionals' time, with an estimated value of €57,000. Projects included:

- **Landscape Life-Cycle Assessment:** contributing knowledge of project typologies, planting schemes, emissions reduction, and testing life-cycle-assessment tools
- **Raw Materials Initiative:** contributing practical expertise in construction techniques and material use to identify scalable solutions that address the scarcity of construction materials, such as gravel and soil



CRÉATEUR DE FORÊT PARTNERSHIP

FR

In France, idverde established a three-year partnership with Créateur de Forêt, an organisation focusing on biodiversity project development. Through this, 1,900 square metres of degraded land will be transformed into a biodiversity sanctuary, as part of the Guyot Valley Forest project in Niort. Our collaboration connects employees with local environmental priorities, with 27 employees from our Atlantic branch swapping their computer screens for gloves by joining Créateur de Forêt to learn about ecological challenges and help plant the first trees.



ROTTERDAM PORT GREEN UP

NL

In the Netherlands, during 2025, twelve idverde employees worked with thirty-five Port of Rotterdam employees in the annual Port Green Up. Volunteers carried out a range of activities, including:

- Clearing clippings from crab habitat
- Litter picking around Maasvlakte and Waalhaven
- Coppicing White poplars in Distripark Eemhaven



SUPPORTING STUDENTS WITH SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND)

UK

In the UK, idverde partnered with Bromley Environmental Education Centre, at High Elms, to provide eight SEND students at Parkwood Hall Academy with experience in outdoor tasks designed to build confidence, develop life skills, and contribute to readiness for education, training, or employment. To support this, idverde's Operations Manager completed a Level 2 SEND qualification. Highlights, in 2025, include:

- Environmental stewardship: identifying and removing invasive species, such as Snowberry and Variegated Archangel
- Digital learning: using apps to identify flora, fauna, and birdsong
- Ecological exploration: pond dipping and species identification
- Habitat creation: developing a nature area with wildlife-friendly feature



Parkwood Hall Planting, UK



People

Employability

WHAT THIS IS ABOUT

Employability involves improving access to work for individuals experiencing barriers to work due to socio-economic issues, and in some cases, personal circumstances.

Creating opportunities for individuals who face barriers to entering the workforce helps local communities while improving engagement within idverde’s own teams.

COMMITMENT

We are committed to providing work for individuals experiencing barriers to employment and who need support to access the job market.

UNSDG CONTRIBUTION

Through managing employability, we contribute towards two UNSDGs.



- Partnerships with schools, colleges, and local authorities create entry routes into careers in the green sector



- Workforce development through provision of apprenticeships and entry-level positions with robust training

idverde colleague, Port of Rotterdam, NL





People

Employability



IN FOCUS

In the Netherlands, in addition to 23 individuals in 2024, a further 20 individuals from disadvantaged circumstances were recruited into idverde during 2025.

“Supporting individuals experiencing barriers to employment makes a real social impact while helping idverde build loyalty and retention.

—Customer, Denmark

idverde colleague, FR





People

Examples



EMPLOYING VETERANS

DK

In Denmark, during 2025, idverde began planning to help veterans returning to the labour market find work in the green environmental services sector. Considering a range of circumstances that may arise from serving in the armed forces, we are designing briefing material, interview techniques, and onboarding arrangements tailored to the transition to civilian work. The initiative will launch in 2026 and initially aim to engage four veterans in employment at idverde.



ENGAGING HARDER TO REACH GROUPS

FR

In France, idverde is integrating inclusivity within our recruitment practices. For example, in 2025, we formalised a partnership with the Maison Intercommunale de l'insertion et de l'Emploi, in Torcy, an organisation helping people who face challenges in finding work. During 2025, five individuals were recruited on seasonal contracts, along with one apprentice. In 2026, we aim to recruit a further five permanent employees, and 10 seasonal colleagues.



SOCIAL ENTERPRISE PERFORMANCE LADDER

NL

In the Netherlands, idverde participates in the Social Enterprise Performance Ladder, a standard that evaluates organisations' provision of employment to people experiencing barriers to work. During 2025, 23 individuals, previously distant from the labour market, were recruited into idverde. Our selection process is designed to accommodate candidates from hard-to-reach groups by, for example, talking through necessary work adjustments with idverde's human resource professionals.



WORK EXPERIENCE AT QUEEN ELIZABETH OLYMPIC PARK

UK

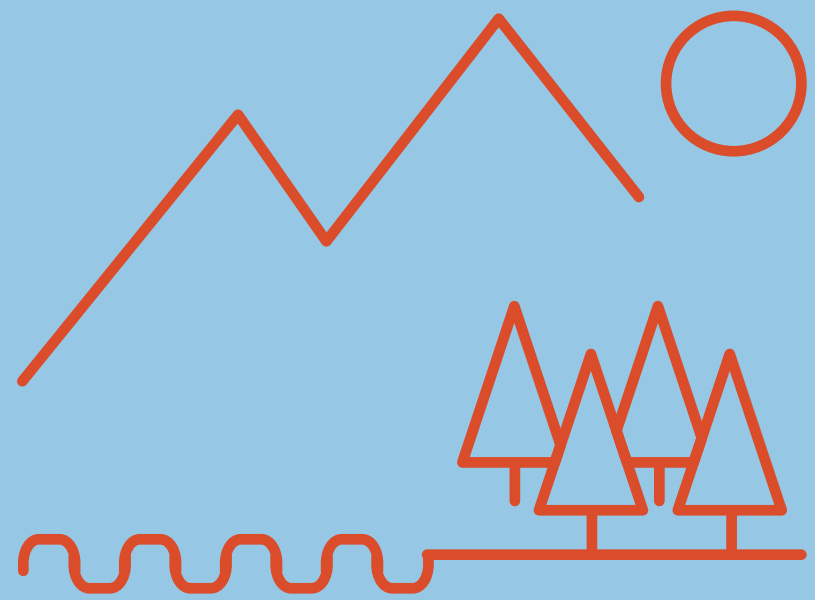
In the UK, during 2025, idverde provided experience, training, and career advice to 12 unemployed residents in London. In partnership with Groundwork, a charity that improves local environments, builds sustainable communities, and supports economic prospects. Our involvement resulted in:

- 11 trainees completing a City and Guilds Level 1 Award in Practical Horticulture
- Two trainees securing permanent employment, with more expecting to start work during 2026
- Four trainees progressing onto further training, including Level 2 Horticulture



Experiencing Work at Queen Elizabeth Olympic Park, UK

6



PLANET

Planet

Our Planet pillar aims to demonstrate environmental leadership

Our Planet pillar involves demonstrating environmental leadership. Alongside our Planet fundamentals, we have three commitments:

- **Carbon:** managing our carbon footprint
- **Waste and resource management:** improving waste and resource management
- **Biodiversity:** increasing the focus of our services on biodiversity enhancement

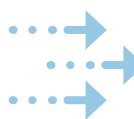
idverde use nature-based solutions within our own operations and throughout our value chain. We are uniquely positioned to shape sustainable environments for future generations.

OUR PERFORMANCE

In our 2024 Sustainability Report, we committed to maintain idverde's current level of certification to international environmental management standard ISO 14001 across the group. This commitment has been delivered.



We have established environmental management systems that are certified to international safety management standard ISO 14001 covering 64% of our key locations in Denmark, France, the Netherlands, and the UK, compared to 65% in 2024.



During 2026, we will maintain our current level of certification to ISO 14001 across the group.

Rooftop High Tech Campus Eindhoven, NL



Planet Fundamentals

Climate resilience

WHAT THIS IS ABOUT

Greenhouse gas emissions are already close to the limits needed to keep global warming below 1.5°C above pre-industrial levels. The impact of climate hazards will be shaped by the magnitude and pace of climate change, and also how prepared society is to adapt.

idverde is committed to preparing our business for climate change - protecting our operations and supply chains – and supporting our customers to adapt to changing climatic conditions.

COMMITMENT

We are committed to preparing our business for climate change – protecting our operations and supply chains – and supporting our customers to adapt to changing climatic conditions.

UNSDG CONTRIBUTION

Through managing climate resilience, we contribute towards four UNSDGs.



- Reducing demand on water supply through smart irrigation, recycling water, and drought-resistant planting



- Building resilience by supporting local policies and planning objectives



- Delivering nature-based solutions that mitigate climate risk
- Improving our ability to adapt to climate related disasters



- Protecting and restoring ecosystem resilience and social benefits



CLIMATE RISK

We build resilience in our own operations by considering climate scenarios - and preparing for associated physical and transition climate risks and opportunities.

- Physical Climate Risks and Opportunities: impacts arising from weather events and chronic changes in climate on assets, operations, supply chains, and communities, alongside benefits arising from adapting to, or mitigating, climate impacts
- Climate Transition Risks and Opportunities: impacts arising as society transitions to a low-carbon future, including costs and changing demand, as well as new products and markets



Indoor garden, UK



Planet Fundamentals

Climate resilience

OUR PERFORMANCE

 In our 2024 Sustainability Report, we committed to conduct further research into the potential impacts of climate change on our business.

This commitment has been delivered.

Climate change is already impacting the availability of certain plant types, and idverde can help raise customer awareness.

We need to transition from traditional design to climate resilient green spaces.

—Customer, Denmark

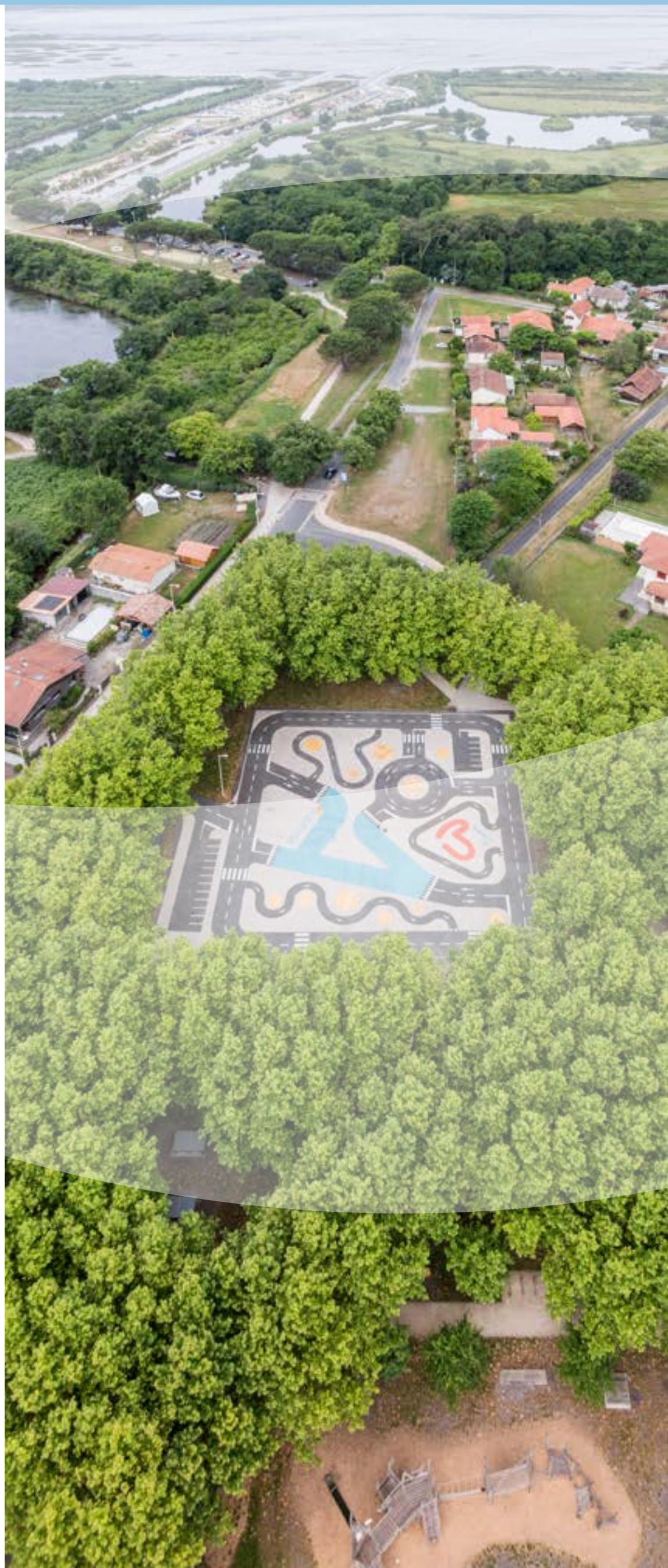
PHYSICAL CLIMATE HAZARD EXAMPLE: HEAT DROUGHT AND ARIDITY



RISK	CONSIDERATIONS
OPERATIONAL	- Mitigating safety risks from heat-related illness and maintaining service quality in extreme heat - Adapting plant selection to reduce vegetation and planting failures - Managing increased pest pressures and associated control costs
	- Managing how soil moisture affects seed and root development - Mitigating soil compaction risks - Balancing drought-resilient design with biodiversity and landscape quality
PHYSICAL CAPITAL	
STRATEGIC	- Protecting stakeholder trust where landscape performance does not meet sustainability expectations - Improving our climate expertise to stay competitive for new contracts - Improving climate risk assessment in regions with drought exposure

OPPORTUNITY	CONSIDERATIONS
PLANTING AND DESIGN	- Expanding application of water-efficient planting schemes to limit irrigation demand - Improving ecosystems and supporting endangered species through biodiversity features, pollinator habitats, and habitat connectivity - Urban greening and cooling projects to mitigate heat islands
WATER, SOIL, IRRIGATION	- Leveraging smart, automated irrigation systems, and night watering to save water - Applying soil conditioning, mulching, and compost to boost water retention and reduce irrigation demand - Training our teams in soil health to build more resilient landscapes
OPERATIONAL	- Extending productive working seasons - Using climate and hydrology data to inform design and resource allocation - Providing adaptation planning and risk modelling services for resilient urban landscapes

A landscape, Bordeaux, FR



Planet Fundamentals

Examples

BAKKEDRAGET DK

In Denmark, as part of the Bakkedraget development, in Hellerup, idverde created a biodiverse, coastal-meadow environment within a new residential area. Inspired by wild coastal ecosystems, the transformation involved reusing existing soil and materials onsite to reduce carbon emissions from transport, alongside smart irrigation solutions to conserve water. This included planting:

- 144 trees
- 5,000 perennials
- 10,000 shrubs

THE NARTUBY RIVER FR

In France, working with a group of specialist firms, idverde is contributing to a major flood defence scheme that protects the Draguignan and Trans-en-Provence areas. By using specific techniques tailored to riverbank protection, idverde is helping to restore the hydraulic and ecological functions of the Nartuby River, along more than 4 kilometres of riverbank developments.

THE YARD, GRONINGEN NL

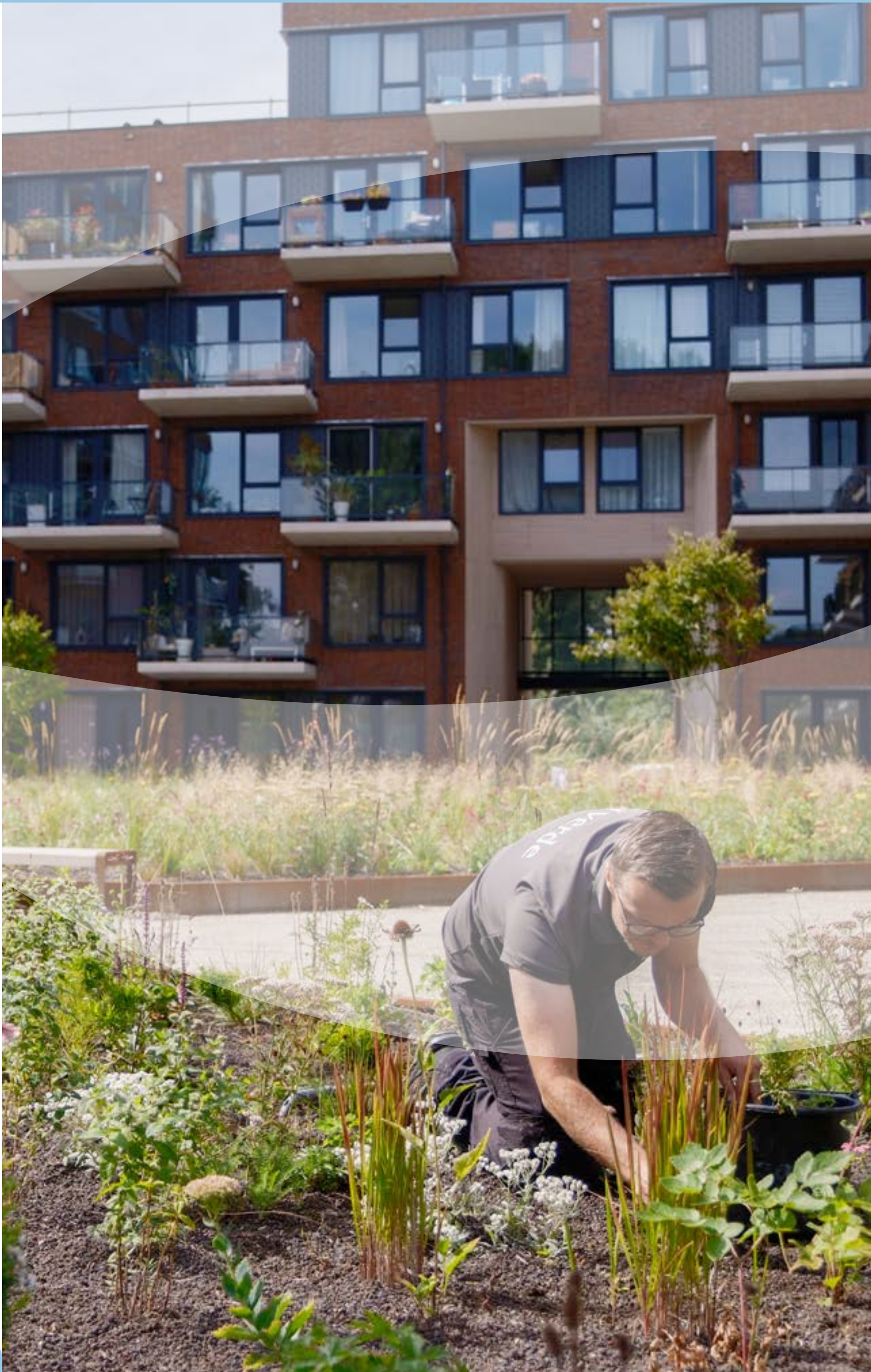
In the Netherlands, idverde enabled the transformation of The Yard, a former fire station in the city of Groningen, into a sustainable living space. A green roof, designed and installed by idverde:

- Helps manage heavy rain and reduce flood risks by storing 316 cubic metres of water
- Has a structure layered with lava granulates, filter cloth, and substrate that contributes to drainage and water storage and evaporation
- Includes ornamental grasses, perennial mixtures, and lawns that help cool the air, improve air quality and support biodiversity

SUSTAINABLE PLANTERS UK

In the UK, idverde's Plantscape planters provide a sustainable way to green urban spaces. Made from 100% recyclable plastic, and lasting over 10 years, each hanging basket reduces the water needed through an integrated water reservoir. Each planter gradually releases enough water for one week, limiting the need for multiple watering visits, and reducing water consumption by more than 85%, equivalent to 72 litres, per basket, per week. By installing almost 5,000 planters, during 2025, we saved more than 5.5 million litres of water.

The Yard, Roof garden, NL



Planet

Carbon

WHAT THIS IS ABOUT

Managing carbon involves reducing the greenhouse gas emissions that idverde controls, and helping to reduce those within our value chain.

Global efforts to limit global warming to below 2°C, striving for less than 1.5°C above pre-industrial levels, relies on actions that are taken locally.

COMMITMENT

We are committed to measuring and reducing our carbon footprint through actions that contribute towards societies' net-zero transition.

UNSDG CONTRIBUTION

Through managing carbon, we contribute towards three UNSDGs.



- Transitioning to renewable energy and collaborating with clients to deliver low carbon solutions



- Reducing our carbon impact by increasing resource efficiency throughout our value chain



- Supporting clients in delivering their carbon strategies
- Managing emissions associated with our activities



THE GREENHOUSE GAS PROTOCOL

The Greenhouse Gas Protocol is a global standard to measure, manage, and report GHG emissions. It classifies GHG emissions into:

- Scope 1 - Direct emissions
- Scope 2 - Purchased energy emissions
- Scope 3 - Value chain emissions

“

We want idverde to lead the way and help raise awareness about decarbonisation. We expect idverde to make the most of its perspectives in both “traditional construction” and “contemporary nature.

—Customer, the UK

Solar panels installation, School Waalwijk, NL





Planet

Carbon

OUR PERFORMANCE

In 2024, idverde applied a standard methodology for calculating Scope 1 and Scope 2 emissions throughout our business, enabling a group-wide carbon calculation for the first time.

In 2025, we reduced Scope 1 and Scope 2 emissions by 6%, while continuing to grow, lowering carbon intensity by 9%. This reflects a continued shift in how we operate, where reducing emissions is increasingly aligned with improving efficiency across our operations.

Our emissions fell to 43,245 tonnes Carbon Dioxide Equivalent (CO₂e), compared to 46,034 tonnes in 2024, driven by a reduction in energy use to 183 GWh, compared to 200 GWh in 2024. Carbon intensity improved to 38 tonnes CO₂e, compared to 42 tonnes per € million of revenue in 2024.

Our emissions profile remains heavily influenced by fleet fuel use (94%) with over 90% of energy derived from fossil fuels. This is our single biggest decarbonisation challenge, but also our greatest opportunity. In 2025, we accelerated action by almost doubling the use of Hydrotreated Vegetable Oil and expanding electrification, reducing reliance on diesel and beginning to insulate our operations from fuel cost volatility and future regulation. Emissions are concentrated in France and the UK (80%), reflecting operational scale. This provides a clear focus for targeted reduction initiatives, where the greatest operational and commercial impact can be achieved.

The profile of our Scope 1 and Scope 2 emissions is set out in the data table on [page 74](#).

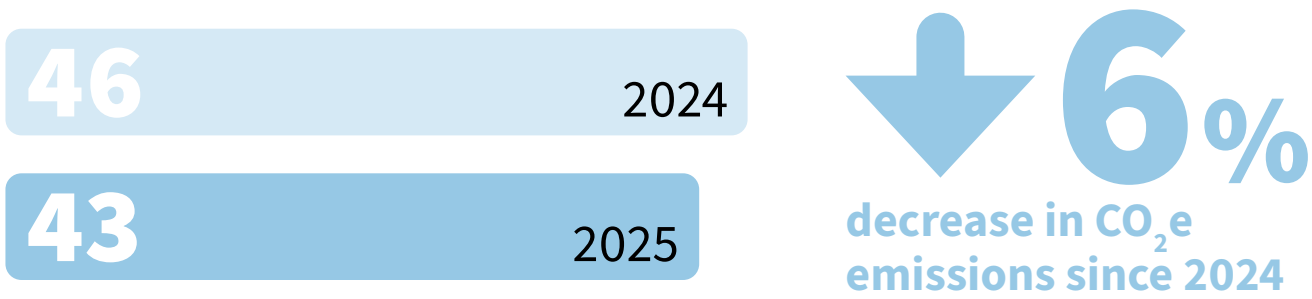
SCOPE 1 AND 2 EMISSIONS ¹				
2025			2024	
	Kilowatt Hour	Tonnes CO ₂ e	Kilowatt Hour	Tonnes CO ₂ e
Scope 1				
Diesel and Gas Oil	143,041,584	35,983	159,850,539	38,126
Petrol	22,668,810	5,364	23,649,428	5,517
Natural Gas	4,464,247	805	4,626,530	831
Hydrotreated Vegetable Oil	4,244,511	14	2,328,051	85
Other Fuels and Fugitive Emissions	1,443,549	361	2,102,199	519
Scope 1 Total	175,862,701	42,528	192,556,746	45,079
Scope 2 (Location-Based) ²				
Renewable Electricity	3,804,523	329	3,163,549	291
Non-Renewable Electricity	2,645,589	373	2,633,821	520
District Heating	553,622	15	1,296,687	145
Scope 2 Total	7,003,734	717	7,094,057	956
Scope 1 and 2 Total	182,866,435	43,245	199,650,803	46,034
Tonnes CO ₂ e/€ million of revenue	160,144	38	181,366	42
Outside of Scopes		3,418		3,577

¹ The Scope 1 and 2 emissions data for 2025 has been externally assured to a 'limited' level of assurance. The assurance statement, including detail of the exclusions from the boundary of assurance, is on [page 76](#).

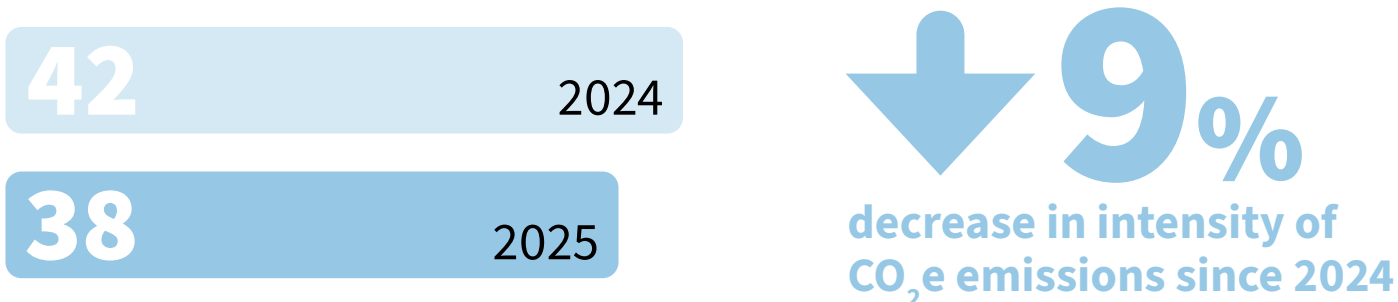
² Location-Based, involving calculating emissions by using the average carbon intensity of the local electricity grid where the energy is consumed.

38 tonnes CO₂e per
€ million of revenue

Scope 1 and 2 absolute emissions (kilotonnes)



Scope 1 and 2 intensity (tonnes CO₂e/€ million revenue)



✓ In our 2024 report, we committed to embed our methodology for measuring Scope 1 and Scope 2 GHG emissions, and to agree our medium-term approach to measuring Scope 3 emissions. This commitment has been delivered.

LOOKING AHEAD

➡ During 2026, we will put in place plans to begin to measure our Scope 3 baseline and use this to set a decarbonisation pathway.

Planet

Examples: electrification



SWITZERLAND

Solar Panels have been installed in idverde head office in Geneva, Switzerland, delivering 60% of site electricity, demonstrating the role of on-site renewables in reducing operational emissions and supporting more resilient operations.



DENMARK

In Denmark, idverde continues the transition to electrification and plan to phase out fossil fuel use. More than 80% of our small tools, for example, hedge trimmers, leaf blowers, and chainsaws, are already electric. During 2025, we began introducing electrified heavy machinery and continued the transition of our approximately 100 company cars, with around 65% now electric. This shift is reducing fuel use, lowering operating costs and cutting emissions across day-to-day maintenance activities.



FRANCE

In France, electric machinery accounted for 34% of idverde's new equipment investment in 2025, compared to 19% in 2024, alongside expansion into larger electric machinery including a self-propelled trailer chipper, a sweeper truck and a mini dumper. A new vehicle policy introduced in 2025 is accelerating the transition to electric passenger vehicles through improved access to new models and simplified charging. With 20% of the passenger vehicle fleet already hybrid or electric, significant electrification of our 400-vehicle fleet will take place during 2026. This is embedding electrification into long-term fleet investment decisions and scaling emissions reduction across operations.



THE UK

In the UK, as part of our maintenance of the Stormont estate, idverde operate five electric robotic mowers. Each robot reduces manual mowing by around 12 hours per week, alongside fuel and maintenance savings. Sensors help to protect grass by preventing mowing until temperatures rise to a threshold. We are accelerating the transition to electric vehicles through data from our fleet-wide, on-board telemetry, which helps to prioritise the vehicles most suitable for exchange. This approach is improving productivity while accelerating the shift to lower-emissions, data-driven fleet management. Our current focus remains on electrification of urban fleet, where journeys are often shorter, and electric charging infrastructure is more readily available.



THE NETHERLANDS

In the Netherlands, during 2025, 93% of idverde's vehicles and large machinery purchased were electric or hybrid - 86% were fully electric. This included an electric truck with loading crane, an electric excavator, and four electric utility vehicles. Our vehicle strategy focuses on achieving 100% electric vehicles over five years. In 2025, 100% of new passenger vehicles procured were electric or hybrid, which increased the overall proportion of electric vehicles to 79%. This rapid transition positions the Netherlands well for low-emission operations, supporting compliance with tightening regulations and client expectations.

Genolier innovation hub, CH





Planet

Biodiversity

WHAT THIS IS ABOUT

Biodiversity relates to the variety, condition, and distribution of species and habitats, and how idverde impacts and protects habitat quality, populations of plants and animals, and the ecosystem services that we all rely on.

We design and maintain sustainable landscapes that respect ecosystems and natural resources to actively support biodiversity and climate health, while creating vibrant spaces for people.

COMMITMENT

We are committed to enhancing the biodiversity outcomes that our services deliver.

UNSDG CONTRIBUTION

Through managing biodiversity, we contribute towards three UNSDGs.



- Preventing urban canopy loss and replanting impacts through proactive tree vaccination



- Integrating biodiversity management and nature-based solutions on clients' behalf
- Building ecosystem resilience to protect against climate-related impacts



- Conserving and restoring ecosystems
- Protecting biodiversity and natural habitats

Dutch nature, Groenzoom, NL





Planet

Biodiversity

OUR PERFORMANCE

We track our progress by measuring how idverde helps nature thrive, working alongside our clients.



IN FOCUS

targeted Dutch Elm protection, NL

As part of our environmental management approach, we use DutchTrig, a solution that leverages trees' own natural defence mechanisms to prevent Dutch Elm disease. Used across Europe and North America for more than 30 years, DutchTrig now protects tens of thousands of elms:

- Targets only the affected tree
- Reaches the latest annual growth ring
- Protects trees, at scale, without chemicals

During 2025, more than 21,000 trees were treated using idverde's DutchTrig vaccination in the Netherlands. This compares to more than 20,000 trees in 2024.



It is important to take account of the ecosystem services we gain from biodiversity-conscious design. Health, well-being, and community cohesion all benefit when biodiversity is prioritised.

—Customer, France

DutchTrig protects healthy elm trees, NL





Planet

Examples



COMBATTING INVASIVE SPECIES FR

In France, idverde is combatting the spread of pampas grass, a non-native invasive species, along railway lines. Approximately 350 kilometres of railway line in south-western France have been managed with a specific plan designed around how far the grass has spread. Our approach includes removal of seedlings through the year, large-scale mechanical removal of established areas, and re-seeding of treated areas to prevent re-establishment. By treating an area of approximately 1.4 hectares per year, we help mitigate railway safety risks while supporting biodiversity protection and compliance with environmental requirements applicable to linear infrastructure.



INNOVATIVE STREET TREE PLANTING CH

In Switzerland, idverde is using innovation to green the Pâquis district, in Geneva:

- Improving climate adaptation by optimising tree growth, through the use of the Stockholm pit technique, which combines a draining cornerstone, compost to enrich the soil, and stormwater management
- Improving biodiversity by planting 75 trees of mixed species within Geneva's urban landscape, to help cool the city in the summer



BIODIVERSITY ACTIONS PLANS UK

In the UK, idverde prepare and apply Biodiversity Actions Plans (BAPs) at selected sites to help local ecosystems thrive. BAPs set clear goals and actions to conserve and improve habitats, support species diversity, and promote ecological resilience, helping urban spaces thrive as sustainable environments for wildlife and people. For example, a BAP prepared at the Queen Elizabeth Olympic Park aims to:

- Use clear data to inform good decisions
- Achieve good ecological condition for each habitat by focusing on quality rather than scale
- Connect people to nature through community engagement



OAK TRANSPLANTATION NL

In the Netherlands, idverde transplanted a 100-year old, 81.5 tonne oak tree in Hollandscheveld, after construction of an electricity station made its original site unsuitable. Our tree care specialists prepared the tree over two years, secured the roots using a specialised system, and transported it with a telescopic crane. Five seasons of aftercare will ensure the tree thrives, preserving ecosystem benefits including cooling, and carbon storage.



NATURE+ DK

In Denmark, Nature+ is idverde's framework for collaborating with clients and partners on nature. Developed to guide nature-positive measures, Nature+ helps turn sustainability strategy into action. Nature+ services include:

- Early-stage device
- Nature-restoration
- Training and capacity building
- Baseline creation and monitoring

Biodiversity Actions Plans, UK



Planet

Waste and resource management

WHAT THIS IS ABOUT

Waste and resource management is about how idverde generate and dispose of waste, select and source materials, and circularity. It is also about how we influence water availability, conservation, and quality.

Using resources efficiently reduces pressure on the natural environment. When waste arises, we prioritise recycling and energy recovery to minimise impacts.

COMMITMENT

We are committed to using natural resources sustainably through our procurement activities, direct operations, and service delivery.

UNSDG CONTRIBUTION

Through managing waste and natural resources, we contribute towards four UNSDGs.



- Using water efficiently through sustainable water management practices



- Implementing circular economy principles to improve resource efficiency



- Sustainable management and use of natural resources to reduce waste and promote sustainable procurement



- Procurement practices that avoid harm to biodiversity and nature habitats

Electric street cleaning, NL





Planet

Waste and resource management

OUR PERFORMANCE

We track idverde’s progress by measuring how our work helps nature thrive, working alongside our clients.



IN FOCUS

Waste quantification, the Netherlands

Waste is managed at local levels throughout our business. Each idverde branch keeps records of its own waste quantities and treatment methods. In the Netherlands, during 2025, we continued to implement a new waste management platform and we are able to report performance for the period from January to August. We will consider adopting a similar approach in other idverde locations.

WASTE MANAGEMENT PERFORMANCE (JANUARY – AUGUST 2025)		
	Total Waste	
	Weight (kt)	%
Waste diverted from disposal	21.6	97.8%
Reuse	0.3	1.3%
Recycling	20.6	93.1%
Other recovery options	0.8	3.4%
Waste directed to disposal	0.1	0.6%
Incineration	0.0	0.1%
Landfill	0.1	0.5%
Other disposal options	0.0	0.0%
Destination unknown	0.4	1.6%
Total waste	22.1	



IN FOCUS

Water consumption

Water consumption is managed at local levels. Each branch keeps records of its water consumption:

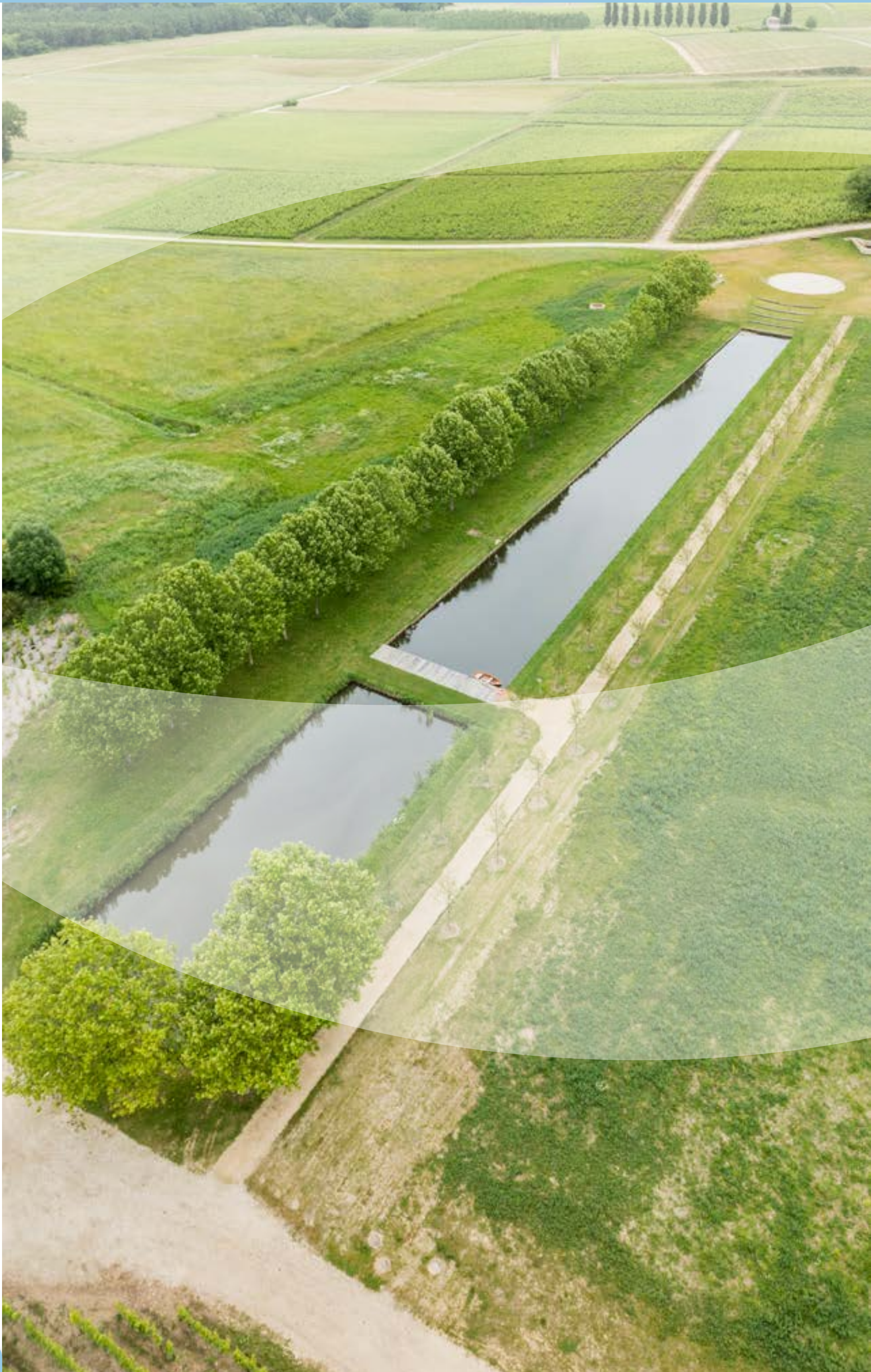
- In Denmark, water consumption within our own buildings remained consistent at 2,835 cubic metres in 2024, compared to 2,846 in 2025
- In Switzerland, water consumption within our own buildings increased from 1,074 cubic metres in 2024 to 1,540 in 2025. This increase relates mainly to water used during office refurbishment, which is due for completion in 2026



In our industry, raw materials are scarce, and too much is wasted. It is important for idverde to collaborate with the supply chain to identify opportunities for resource efficiency.

—Supplier, the Netherlands

Audenge swimming basin, Bordeaux, FR



Planet

Examples



LOCAL SOURCING CH

In Switzerland, approximately 75% of the materials idverde purchases on behalf of our clients are sourced within 80 kilometres of our operational sites. This helps us to limit emissions associated with transport and logistics.



RE-USING CONCRETE DK

In Denmark, during 2025, idverde crushed approximately 5,000 tonnes of concrete slabs, in Malmos, and re-used this material in other construction projects. This reduced waste generation, while reducing the need to buy new gravel and stone, as well as cutting transport emissions.



SUSTAINABLE LANDSCAPE DESIGN NL

In the Netherlands, idverde is supporting the development of a sustainable recreation park near Landal Olde Kottink. Activities include:

- Planting 1,250 square metres of native forest, 89 native trees, and 1,300 metres of mixed indigenous hedge
- Mapping trees and shrubs, and positioning chalets so that nature is protected. Where trees are removed, new trees are planted
- Using local and reused construction materials to reduce emissions



BROWNFIELD REDEVELOPMENT FR

In France, idverde helped transform the derelict Saint-Sauveur train station site, in Lille, into a seven-hectare urban park. Sustainability was a key consideration, including:

- 8,000 cubic metres of soil from drainage basin excavation reused as meadow substrate
- 700 tonnes of railway ballast reused as mineral mulch
- 2.5 kilometres of rails repurposed for decorative features and to guide pathways
- 7,000 tonnes of recycled gravel used to fill drainage basins
- 140 existing trees preserved, alongside planting more than 150 trees and 30,000 plants
- Two kilogrammes of seeds were collected before work started to preserve the local genetic stock and safeguard site-specific plant species, with resowing planned for 2026



THE GREAT BRITISH SPRING CLEAN UK

In the UK, idverde partners with Wiltshire Council for the Great British Spring Clean, an initiative to engage communities in improving the appearance of green spaces. By providing litter picking equipment and collection waste bags, idverde has helped to run community clean-ups for 11 years. In 2025, the Wiltshire spring clean collected more than four tonnes of litter over 480 volunteer hours.



Great British Spring Clean, UK

7



PERFORMANCE



Performance

Our Performance pillar aims to raise awareness and support innovation to address sustainability

Alongside our Performance fundamentals, we have three commitments:

- **Raise awareness:** raising awareness and engaging stakeholders on climate change and biodiversity
- **Best practice and knowledge transfer:** delivering sustainability solutions and improving sustainable outcomes through the transfer of experience
- **Innovate to serve the environment:** promoting innovation to best serve the environment

OUR GOVERNANCE PROFILE

Strong governance, and idverde's commitment to business ethics, support excellence in delivering green environmental services while maintaining trust and integrity with our stakeholders.

Governance

idverde's Supervisory Board, positioned at the level of idverde Group SAS, is our highest governance body. This board oversees idverde management in line with its Articles of Association. Our Group Chief Executive meets with shareholder representatives through monthly business reviews, and reports to the Supervisory Board on a quarterly basis.

Periodic updates are provided to the Supervisory Board and to the Executive Committee on environmental and social topics. Our Audit and Risk Committee oversee idverde's risk management arrangements alongside a range of business ethics policies.

Queen Elizabeth Olympic Park, UK



Performance Fundamentals

Business integrity

WHAT THIS IS ABOUT

Business integrity refers to the policies and governance structures that shape idverde's culture of integrity, fairness, and accountability, focussing on making ethical decisions as part of everyday operations, leadership, and supplier relationships.

Business integrity also includes the procedures and behaviours that enable compliance with laws and prevent of corruption.

COMMITMENT

We are committed to high standards of integrity in all aspects of our operations, and to applying good governance and business ethics throughout our value chain.

UNSDG CONTRIBUTION

Through managing business integrity, we contribute towards two UNSDGs.



- Upholding labour rights, ensuring safe, fair and compliant working conditions
- Promoting fair, transparent and accountable business practices



- Transparent grievance procedures, whistleblowing protections, and ethical conduct codes maintain lawful and fair operations

idverde colleagues, DK



Performance Fundamentals

Business integrity

OUR PERFORMANCE

During 2025, zero incidents of corruption or unfair competition practices were identified through idverde’s internal controls.

Our whistleblowing system allows our colleagues to report concerns about corruption or unfair competition in confidence. All reports are investigated. As in 2024, zero incidents were reported during 2025.

LOOKING AHEAD

During 2026, we will start working to streamline our safety and environmental legal registers across the group.

Anti-corruption and preventing bribery are the only way to do business. We expect idverde to remain compliant and maintain vigilance with suppliers.

—Customer, the UK



ANTI-CORRUPTION AND FAIR COMPETITION TRAINING

We prioritise anti-corruption and fair competition training for employees that are potentially exposed to these risks. This includes specific commercial and procurement roles, alongside leaders and managers.

The target group for training continually evolves, as employees join our business or change roles. We provide initial training, followed by refresher training every two years.

During 2025, 313 employees completed training on anti-corruption and fair competition, representing 97% of those requiring training or refresher courses during the year. This compared to 632 employees (97%) during 2024.



In our 2024 report, we committed to review our portfolio of compliance-related policies and implementation plans to ensure they continue to meet our needs, and those of our stakeholders. This commitment has been partially delivered, with enhanced focus on safety and environmental legislation planned for 2026.



Tree Care, UK

Performance Fundamentals

Examples

HUMAN RIGHTS AND MODERN SLAVERY

idverde is committed to protecting human rights and preventing modern slavery, in all forms, throughout our value chain. In the UK, idverde publish a Modern Slavery Statement that covers:

- Zero tolerance towards the threat of physical or sexual violence, harassment, or intimidation towards any colleagues, their families' or associates
- Paying colleagues at least the legal minimum wage, and making sure that everyone is paid correctly
- Clear and transparent information provided to colleagues about hours worked, rates of pay, and the calculations of legal deductions
- Ensuring that no-one works more than the legally permitted hours

SUSTAINABLE PROCUREMENT

idverde's Supplier Code of Conduct can be included as part of the contractual documentation for new suppliers, and covers our expectations regarding:

- Respect for human rights and labour standards
- Occupational health and safety
- Ethics and integrity
- Environment and resources

CODE OF ETHICS

Our Code of Ethics sets out our values and principles for fair and transparent engagement with stakeholders:

- Colleagues: providing clarity on behaviour, fostering a respectful and inclusive workplace, and ethical decision-making
- Clients: focusing on quality, added value, service, and innovation, while complying with local regulatory frameworks
- Suppliers and business partners: applying selection criteria and decision-making procedures without favouritism or discrimination
- Competitors: rejecting unfair competitive and commercial practices
- Environment: placing environmental preservation and sustainable development at the heart of our activities and strategy

INTEGRITY GUIDELINES

idverde's Integrity Guidelines guide our colleagues and suppliers in ethical behaviour:

- Anti-corruption: arrangements for engaging third parties with integrity, and so that third parties can share our values
- Fair competition: principles that we adopt to maintain fair competition in business
- Individual behaviour: behaviours that idverde colleagues must demonstrate to maintain trust through integrity, objectivity, and professional awareness
- Whistleblowing system: system that enables stakeholders to report any breach of business ethics



idverde colleagues, NL

Performance

Raise awareness

We are committed to raising awareness and engaging with stakeholders on climate change and biodiversity.

As the leading green environmental services provider in Europe, it is important that idverde highlights the related challenges of climate change and biodiversity loss. Tackling these requires close collaboration with our clients to identify and promote solutions that deliver benefits for the environment, society, and the economy.

UNSDG CONTRIBUTION

Through raising awareness we contribute towards three UNSDGs.



- Developing accessible green and public spaces while integrating nature-based solutions in urban planning
- Promoting sustainable recreation and community engagement



- Educating and raising awareness on climate and biodiversity alongside sharing knowledge with professionals and communities
- Capacity building for climate and ecosystem resilience



- Restoring habitat and creating nature-rich landscapes
- Monitoring biodiversity and protecting species while managing invasive species

“It is important that we support our customers to drive change by raising awareness of sustainable solutions, for example, by replacing herbicides with sustainable alternatives.

—Trade Association, the Netherlands

Jardin extraordinaire, FR





Performance

Examples



ENGAGING COMMUNITIES ON CLIMATE AND BIODIVERSITY

DK

In Denmark, idverde supports the project development of Kloden på Kanten (“Earth on the Edge”), an educational climate and biodiversity hub for young people aiming to open in 2030. More than 29 partners, including businesses, knowledge institutions and public organisations, share expertise, resources, and funding to raise awareness of climate change and biodiversity through hands-on learning and research. By involving local schools, organisations and the public, the ambition is that Kloden på Kanten helps young people learn about the environment and take action together, so that all stakeholders can play an active role in safeguarding our planet.



COMBINING RECREATION WITH NATURE

NL

In the Netherlands, idverde collaborated with the Province of Zeeland, Zeeland Landscape Foundation, Molecaten, the Scheldestromen Water Board, and the municipality of Sluis, to design and construct Waterdunen, a 350-hectare coastal nature and recreation area. Controlled tidal flows have restored mudflats, salt marshes, creeks and bird islands, creating a haven for migratory birds. The creation demonstrates how collaborative planning and green design can deliver biodiversity, climate resilience, and recreational benefits.



PROFESSIONAL COLLABORATION

FR

In France, idverde is a member of the Professional Union of Ecological Engineering (UPGE), a collective of more than 150 ecological engineering professionals collaborating to advance ecosystems restoration. Since joining in 2022, idverde has contributed to several working groups, with a focus on initiatives addressing invasive plant species management and urban biodiversity. By working with the UPGE, we help to raise awareness, build capacity, and promote best practices across our profession. During 2025, idverde:

- Co-hosted a webinar: ‘From theory to practice: controlling invasive plants’
- Contributed to the UPGE’s Guide to Alternative Habitats and Refuges for Wildlife in Urban Areas, published early 2025

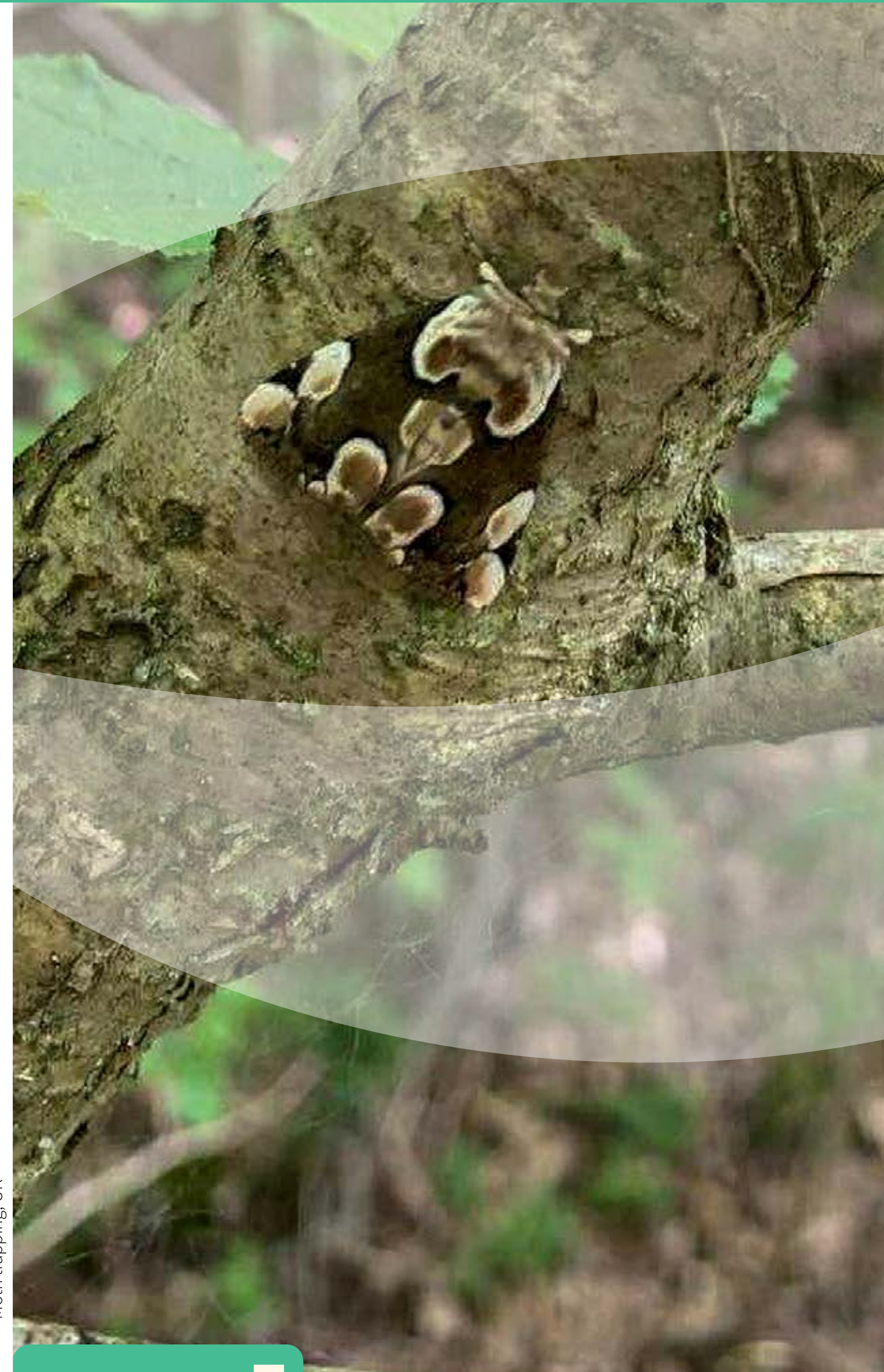


MOTH TRAPPING

UK

In the UK, at High Elms Country Park in Bromley, idverde led a season of moth monitoring to support ecological research, while engaging the local community in tackling biodiversity loss. During 2025, more than 1,000 moths, representing 173 species, were recorded, including rare and red-listed species. All records were submitted to the national platform, iRecord, to support wider monitoring. Public “moth mornings” invited residents to learn about the role of invertebrates as indicators of ecosystem health. By showcasing species such as the Clifden Nonpareil and Emperor Moth, the initiative helped raise awareness of the importance of protecting habitats in the context of climate change and biodiversity loss.

Moth trapping, UK



Performance

Best practice and knowledge transfer

We are committed to delivering sustainability solutions and improving sustainable outcomes through the transfer of experience.

idverde collaborates to develop service offerings that reflect our client's circumstances. Our European presence provides a broad network of expertise that we use to introduce best practice at local levels.

UNSDG CONTRIBUTION

Through best practice and knowledge transfer, we contribute towards three UNSDGs.



- Training, volunteering, and skills development for local communities
- Creating opportunities for youth employment and education while supporting sustainable jobs in horticulture and park management



- Reducing plant waste through reuse and propagation alongside resource efficient construction and materials use in nurseries
- Sharing best practice in sustainable landscaping and operational guidance



- Conserving and propagating local plant species
- Biodiversity monitoring and habitat-sensitive management while promoting sustainable horticulture and nature-based solutions

“idverde can inspire the supply chain by showing what best practice looks like – when we demonstrate sustainability practice, others follow.

—Procurement manager, idverde France



idverde colleague, DK



Performance

Examples



SUSTAINABLE HORTICULTURE DK

In Denmark, idverde established a plant nursery in collaboration with the Ørestad Landowners Association, to grow and store perennials for landscaping projects. Excess plants, previously discarded, are now propagated for future use, reducing waste and providing locally adapted plant material. The nursery was constructed using local materials and enriched with leaf mould sourced from the surrounding area. Through this initiative, idverde demonstrates best practice sustainable horticulture and shares practical knowledge on resource-efficient plant propagation with partners and the broader landscaping community.



VERTICAL WALL HYDROSEEDING NL

In the Netherlands, idverde is contributing to the European BreatheGreen initiative - a consortium of vocational schools and companies that test innovative greening solutions. At Yuverta, in Hutten, an organisation specialising in sustainable and practical learning, idverde supported a pilot exploring the first application of hydroseeding on vertical facades, a technique traditionally used on slopes. Two test facades were installed and are being monitored by students and lecturers using a digital dashboard. Findings will be shared across the BreatheGreen network, sharing knowledge and supporting the use of nature-based solutions to enhance urban biodiversity and climate resilience.



ECOLOGICAL MAINTENANCE FR

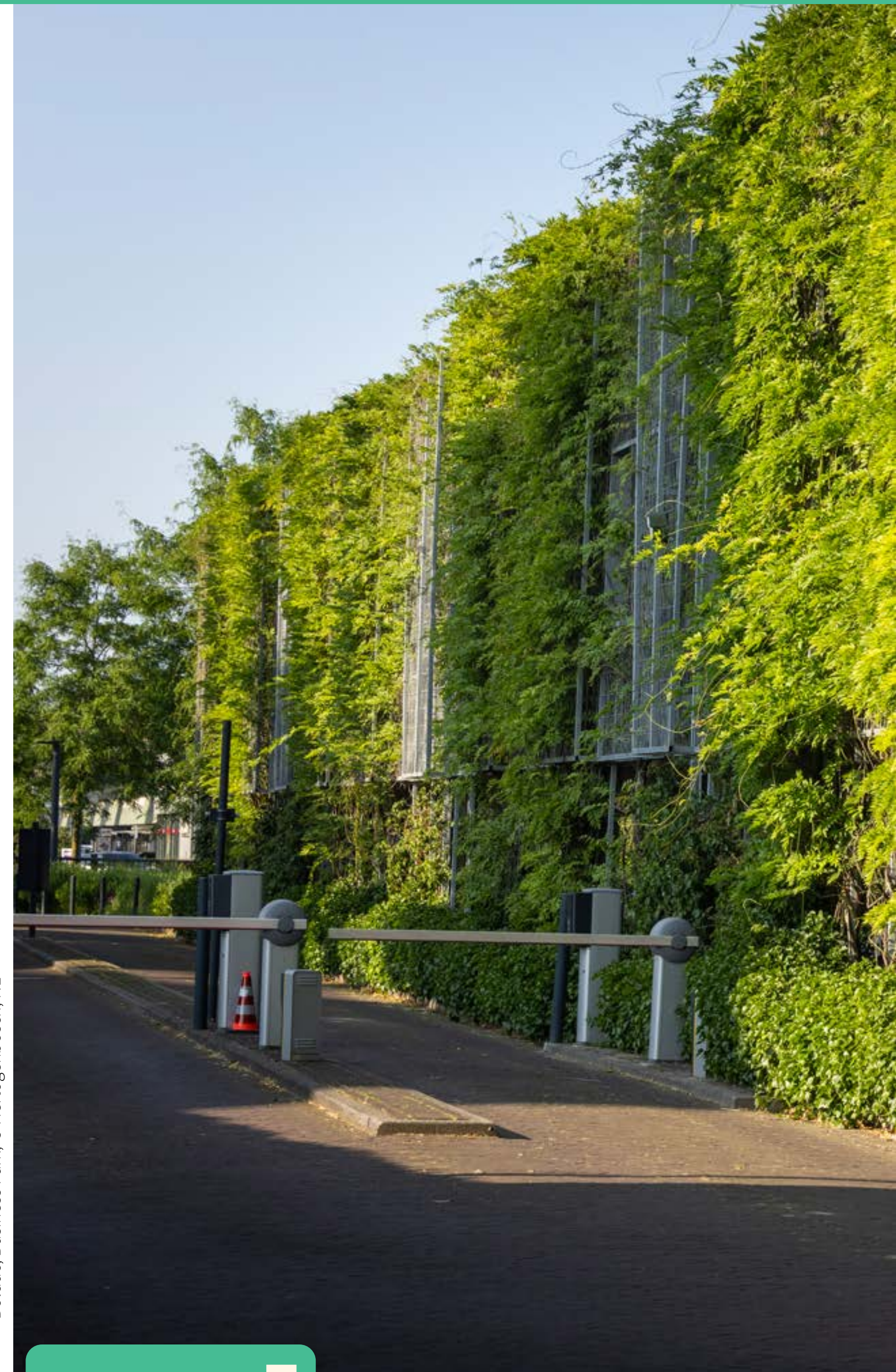
In France, idverde supported Center Parcs in defining ecological maintenance specifications for three resorts, each over 100 hectares of woodland environments. Building on existing flora and fauna surveys, idverde experts mapped maintenance intensity by habitat type, balancing ecological priorities with site usage. A handbook turned recommendations into practical guide for daily work. In 2026, training and support for idverde teams and Center Parcs staff will enable these sustainable landscape management best practices to be implemented and shared.



OUR PARKLIFE AWARDS UK

In the UK, idverde is a long-term partner and co-founder of Our Parklife, an organisation helping communities engage with the Queen Elizabeth Olympic Park through jobs, training and volunteering opportunities. In 2025, volunteers contributed over 8,600 volunteer hours on the park, bringing the total since the programme began, in 2014, to over 124,800 volunteer hours. This has included conservation work, providing visitors assistance, training community guides to deliver tours for educational visits, and biodiversity monitoring in the Mobile Garden.

Bolduc, Business Park, 's-Hertogenbosch, NL



Performance

Innovate to serve the environment

We are committed to promoting innovation to serve the environment.

As Europe’s largest green environmental service provider, idverde is well positioned to promote innovation through research and development. Collaborations with key industry stakeholders ensure that new sustainability solutions are tested, evaluated and refined for wider adoption.

UNSDG CONTRIBUTION

Through managing innovation, we contribute towards three UNSDGs.



- Circular green waste management and on-site recycling of plant material alongside resource-efficient maintenance practices
- Sharing knowledge on sustainable land management



- Emission reduction measures for clients combined with nature-based solutions
- Data-driven monitoring and adaptive management



- Creating and restoring species-rich meadows and grasslands, including introducing nest-boxes, grazing management, and amphibian habitats
- Protecting and managing ecologically sensitive and protected areas

“The market for green environmental services relies on idverde pushing boundaries on innovation, with concrete actions for research and development.

—Trade Association, the UK

idverde colleague, DK





Performance

Examples



INNOVATIVE GROUND MAINTENANCE

DK

In Denmark, as part of ground maintenance in Ørestad, idverde created habitats for urban nature, demonstrating how innovative design, evidence-based guidance, and local collaboration can transform urban landscapes into thriving ecosystems, enhancing biodiversity and ecological resilience. Measures included:

- Converting 1,000 square metres of gravel fields and 5,500 square metres of grass lawn to species-rich meadow
- Introducing 80 bird nest boxes, under guidance from the Danish Ornithological Society
- Establishing amphibian habitats with stone piles in canals, and local aquatic plant species



SUSTAINABLE GROUNDS MAINTENANCE

FR

In France, as part of ground maintenance at Renault’s Technocentre in Guyancourt, idverde developed a tailored management plan for 72 hectares of vegetated areas to promote biodiversity while ensuring site safety and functionality. In 2025, the transformation began on six hectares, combining reduced mowing with conversion into meadows and natural areas. Innovative interventions also tested soil permeability enhancements to increase rainwater infiltration and reduce flood risk in parking areas. The differentiated management plan extends through 2030, with new ecological practices to be implemented each year.



INNOVATION IN GREENING LOGISTICS

NL

In the Netherlands, during 2025, idverde won the Nederland Distributieland prize for innovative and sustainable landscape management, recognising climate, biodiversity, and operational efficiency impact. The award highlighted a collaboration with the Port of Rotterdam, where idverde applied innovative design, ecological expertise, and measurable outcomes to transform industrial grounds into a data-driven, ecologically enhanced environment. Key aspects included:

- Elimination of direct CO₂ emissions from transport and equipment
- Fully circular green waste management
- Biodiversity improvements through ecological design



Renault’s Technocentre, FR



NATURE-BASED LAND MANAGEMENT

UK

In the UK, idverde uses traditional grazing techniques to enhance biodiversity in sensitive habitats.

- At Wormwood Scrubs, Shire horses support wildflower meadow management through horse-drawn chain harrowing, which removes the thatch layer and loosens the soil to promote wildflower germination. Supported by partners, in 2025, the meadow was formally protected through its new status as a Local Nature Reserve.

Nature-based land management, UK



UK



Performance

Certifications

Throughout idverde, we continually improve by meeting recognised international standards for sustainability.

ISO 14001

ISO 14001 is the international standard for environmental management. Based on the principles of continual improvement, it provides a framework for businesses to identify and control environmental impacts, improve environmental performance, and ensure legal compliance. Each country where we operate is responsible for managing its own ISO 14001 certification. As of 31st December 2025, ISO 14001 certifications were held at 64% of locations within Denmark, France, the Netherlands, and the UK.

ISO 45001

ISO 45001 is the international standard for the management of occupational health and safety. Based on the principles of continual improvement, it provides a framework for businesses to identify and control health and safety risks, improve their safety performance, and ensure legal compliance.

Each country where we operate is responsible for managing its own ISO 45001 certification. As of 31st December 2025, ISO 45001 certifications were held at 66% of locations within Denmark, France, and the UK.

In the Netherlands, idverde adopts the 'VCA' Health Safety and Environmental Checklist and culture.

EcoVadis

Our operations in France and the UK have been assessed by EcoVadis. This rates sustainability management based on environment, labour, and human rights, ethics, and procurement policies, procedures, and performance.

B Corp

Key operations in Denmark and Switzerland are B Corp certified. This rates performance, accountability, and transparency on factors including employee and community engagement, environment, and supply chain. In 2026, we added our German operations to our B Corp certified portfolio.

idverde colleagues, CH



8



DATA TABLES

DATA TABLES

Table 1: People Demographics

		DENMARK		FRANCE		GERMANY		NETHERLANDS		SWITZERLAND		UK ⁴		GROUP TOTAL	
		2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Workforce Characteristics ⁵															
Total FTEs	Number	651	720	3,519 ³	3,387	245	244 ¹	524	525	104	116	2,444	2,503	7,487	7,505
Average FTE	Number	906	821 ²	3,539 ³	3,350	237	244	581	536	108	NA	2,608	2,943	7,979	7,904
Total employees (all contracts)	Number	840	929	3,532	3,402	256	254	571	566	124	117	2,578	2,617	7,901	7,885
Total employees (all contracts) (male)	Number	642	711	3,106	2,994	231	235	462	461	116	111	2,292	2,303	6,849	6,815
Total employees (all contracts) (female)	Number	198	218	426	408	25	19	109	105	8	6	286	314	1,052	1,070
Total employees (under age 30)	Number	155	134	881	859	54	NA	91	91	33	32	343	353	1,557	NA
Total employees (age 30-50)	Number	412	486	1,826	1,754	131	NA	270	276	65	60	1,043	1,031	3,747	NA
Total employees (age over 50)	Number	273	309	825	789	71	NA	210	199	26	25	1,192	1,233	2,597	NA
Total permanent contracts	Number	NA	NA	3,227	3,122	256	254	486	482	107	108	2,480	2,530	NA	NA
Total temporary contracts	Number	NA	NA	305	280	0	NA	85	84	17	9	98	87	NA	NA
Total full-time contracts ⁷	Number	NA	NA	3,495	3,359	231	NA	349	362	118	113	2,422	2,457	NA	NA
Total part-time contracts ⁷	Number	NA	NA	37	43	25	NA	222	204	6	4	124	160	NA	NA
Total non-guaranteed hours contracts	Number	0	0	0	0	0	0	0	0	0	0	31	35	31	35
Employee survey (Voice) score - participation	Percentage	68%	81%	1	53%	52%	38%	76%	59%	74%	NA	60%	40%	64% ⁶	51%
Employee survey (Voice) score - engagement	Percentage	90%	96%	1	91%	96%	96%	95%	95%	96%	NA	85%	67%	91% ⁶	83%
Number of apprentices started in the year	Number	16	22	154	146	3	NA	31	45	2	1	34	34	240	248
Total number of apprentices	Number	63	60	232	226	13	12	31	15	5	6	61	36	405	355
Unadjusted average gross hourly earnings of female employees as a % of male employees (total employees)	Percentage		NA	-1.4%	-1.0%		NA		NA		NA	-11.4%	-5.7%		NA
Leadership Characteristics															
Total managers	Number	111	177	519	480	32	NA	46	56	41	36	213	170	962	NA
Total managers (male)	Number	86	132	394	359	24	NA	40	46	40	35	169	136	753	NA
Total managers (female)	Number	25	45	125	121	8	NA	6	10	1	1	44	34	209	NA
Total senior managers	Number	14	15	55	57	7	7	14	NA	16	14	39	63	145	NA
Total senior managers (male)	Number	13	14	49	50	6	6	12	NA	16	14	25	51	121	NA
Total senior managers (female)	Number	1	1	6	7	1	1	2	NA	0	0	14	12	24	NA
Number of employees in leadership team	Number	6	6	13	11	2	2	9	10	5	5	11	7	46	41
Number of employees in leadership team (male)	Number	6	6	9	7	2	2	6	6	4	4	8	6	35	31
Number of employees in leadership team (female)	Number	0	0	4	4	0	0	3	4	1	1	3	1	11	10

- NOTES
- 1

Restatement: (DE FTE) - 2024 figures (254 Total and Average FTE) restated to reflect an accurate FTE calculation

2

For Denmark the FTE calculation was not available for the reporting year. The figure has therefore been estimated by applying the same percentage observed in Denmark in the previous reporting year to the current year contracts.

3

Data for France excludes nine individuals contracted by Armorica Holdings SAS

4

Acorn Group, acquired in July 2024, was excluded from the 2024 reported figures. It has been included in the 2025 UK reported figures for the first time, with the exception of the gender pay gap metric. Additionally, the UK data includes individuals undertaking a Group role who are contracted through the UK, with the exception of leadership and employee survey metrics.

5

Individuals undertaking Group function roles are generally reported within the contracting countries but are excluded from all country leadership characteristics and country employee survey results. All data also excludes four individuals contracted in Luxembourg.

6

For the employee survey, individuals operating in group functions are included within the Group total scores rather than within the contracting countries. Results for Switzerland are excluded.

7

Definitions of full-time contracts vary between countries, but typically involve more than 30-35 hours per week

DATA TABLES

Table 2: Health, Safety, and Environment

	Unit of Measurement	DENMARK		FRANCE		GERMANY		NETHERLANDS		SWITZERLAND		UK¹		GROUP³	
		2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Total Incidents															
Total incidents	Number	91	159	279	260	13	15	51	36	12	5	288	260	734	735
Total incidents with lost time	Number	37	60	199	193	10	13	16	7	7	5	83	99	352	377
Incident Rate															
Incident rate	Number	68	105	45	44	31	39	51	33	52	23	59	53	52	53
Lost-time incidents rate	Number	28	40	32	33	24	33	16	6	30	23	17	20	25	27
Non lost-time incidents rate	Number	40	65	13	11	7	5	35	26	22	0	41	33	27	26
Certifications															
Sites certified to ISO 45001	Number	9	11²	34	34²	NA	NA	NA	NA	NA	NA	160	96	203	141²
Sites certified to ISO 45001	%	64%	69%²	34%	34%²	NA	NA	NA	0%	NA	NA	100%	100%	66%⁴	67%²
Sites certified to ISO 14001	Number	12	13²	22	22²	NA	NA	14	20	NA	NA	160	96	208	153²
Sites certified to ISO 14001	%	86%	81%²	22%	21%²	NA	NA	100%	100%	NA	NA	99%	100%	64%⁴	65%²

- NOTES**
- 1** Acorn Group, acquired in July 2024, was excluded from the 2024 reported figures. It has been included in the 2025 UK reported figures for the first time.
- 2** RESTATEMENT The 2024 site certification data for Denmark and France has been restated to more accurately reflect the active sites within the reporting period. As a result, the 2024 ISO 45001 certification rate is 13 percentage points lower for Denmark and 2 percentage points lower for France than previously reported.
- 3** Group coverage of certifications only represents coverage within participating countries. For ISO 45001 this is limited to DK, FR and UK. For ISO 14001 this is limited to DK, FR, NL, UK.
- 4** A like-for-like site certification coverage percentage is presented for the Group to account for changes in how the UK structures and records its site list, ensuring the reported Group coverage remains comparable across periods.

DATA TABLES

Table 3: Energy and Carbon

	FRANCE		UK		DENMARK		NETHERLANDS		GERMANY		SWITZERLAND		TOTAL	
	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e	kWh	tCO ₂ e
Scope 1														
Diesel	48,133,615	12,174	45,865,344	11,204	17,036,808	4,385	6,254,013	1,462	5,290,899	1,431	866,960	216	123,447,639	30,872
Petrol	15,153,192	3,651	4,733,505	1,047	1,330,283	318	852,244	194	385,658	101	213,928	53	22,668,810	5,364
Gasoil	18,960,052	4,949	633,893	163	-	-	-	-	-	-	-	-	19,593,945	5,112
Natural gas	278,106	56	3,381,725	619	26,703	7.2	754,099	119	23,615	4.8	-	-	4,464,248	805
HVO	167,186	-	2,217,895	7.9	761,638	3.3	1,097,793	2.9	-	-	-	-	4,244,512	14
Other fuels and fugitive emissions	654,970	155	269,315	80	219,689	56	171,440	37	113,240	30	14,896	3.3	1,443,550	361
Scope 1 Total	83,347,120	20,985	57,101,676	13,120	19,375,119	4,769	9,129,590	1,814	5,813,412	1,568	1,095,784	273	175,862,701	42,528
Scope 2 (Location Based)														
Electricity (renewable)	2,102,798	74	626,358	111	563,004	38	464,870	102	-	-	47,494	4.3	3,804,524	329
Electricity (non-renewable)	675,934	24	846,556	150	456,124	31	520,602	115	146,373	54	-	-	2,645,589	373
District Heating	-	-	-	-	519,620	13	-	-	-	-	34,002	2.2	553,622	15
Scope 2 (Location Based) Total	2,778,732	97	1,472,914	261	1,538,748	81	985,472	217	146,373	54	81,496	6.5	7,003,735	717
Scope 2 (Market Based)														
Electricity (renewable)	2,102,798	-	626,358	-	563,004	-	464,870	-	-	-	47,494	-	3,804,524	0
Electricity (non-renewable)	675,934	16	846,556	354	456,124	192	520,602	216	146,373	106	-	-	2,645,589	884
District heating	-	-	-	-	519,620	13	-	-	-	-	34,002	2.2	553,622	15
Scope 2 (Market Based) Total	2,778,732	16	1,472,914	354	1,538,748	206	985,472	216	146,373	106	81,496	2.2	7,003,735	900
Total Scope 1 and 2 (Location Based)	86,125,852	21,083	58,574,590	13,381	20,913,867	4,850	10,115,062	2,031	5,959,785	1,622	1,177,280	279.0	182,866,436	43,245
Total Scope 1 and 2 (Market Based)	86,125,852	21,001	58,574,590	13,474	20,913,867	4,974	10,115,062	2,030	5,959,785	1,674	1,177,280	274.7	182,866,436	43,428

Revenue (EUR million)	1,141.89
Scope 1 and 2 kWh per EUR million revenue	160,144
Scope 1 and 2 tCO2e (Location Based) per EUR million revenue	37.9
Scope 1 and 2 tCO2e (Market Based) per EUR million revenue	38.0

9

ASSURANCE STATEMENT

Assurance Statement

GHG Scope 1 and 2 Assurance Statement

It is idverde’s intention to adopt a rolling programme of ESG data assurance as a key component of sustainability reporting.

The Scope 1 and Scope 2 data contained within this report has been subject to ‘limited’ assurance. The assuring body for this data is SLR Consulting Limited. SLR is independent of Armorica Lux S.à.r.l. and all of its holdings and has been contracted by idverde for the purpose of undertaking assurance activities relating to this report. The Supervisory Board are not involved in seeking external assurance for this report, but take an active role in reviewing the outcome of assurance activities.

The Nature of the Assurance

This is a report by SLR Consulting Limited (SLR) for Armorica Lux S.à.r.l. SLR has undertaken limited assurance of idverde’s energy and greenhouse gas (GHG) emissions (Scopes 1 and 2), for the 2025 calendar year (1st January 2025 – 31st December 2025), and assessed against the WRI/WBCSD ‘GHG Protocol Corporate Accounting and Reporting Standard’, 2015 revised edition. idverde has used the appropriate GHG conversion factors including the UK Government Department for Energy Security and Net Zero (DESNZ), Association of Issuing Bodies (AIB) European Residual Mixes and other verified country specific sources.

idverde is entirely and solely responsible for the production and publication of the data submitted to SLR for its assurance.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b. idverde is entirely and solely responsible for the production and publication of the data assured, SLR for its assurance.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

Assurance work performed

The assurance work was commissioned in January 2026 and was completed on 31st May 2026. Detailed records were kept of meetings, assurance visits and correspondence relating to the assurance. A team of six, led by a Technical Director, undertook the assurance and commentary process. A Managing Consultant acted as adviser to the group.

The assurance engagement was undertaken to a limited level, and involved the following activities:

1. Attendance at regular MS Teams calls with the Group Sustainability Manager at idverde to understand and assure data collection processes and systems.
2. Review of idverde GHG, energy reporting procedures for completeness, appropriateness, and relevance.
3. Management Interviews with the French, UK, Denmark and Netherlands teams at idverde to discuss reporting processes, procedures and to review and correct any anomalies identified.
4. A review of underlying data sources and substantiating evidence to support this year’s reporting, to assess robustness of monitoring and reporting systems.
5. A review of year-on-year environmental performance trends to identify any significant changes in data and investigate the reasons behind these trends.
6. A review of GHG data calculations for accuracy and consistency with best practice guidelines and required standards.
7. A review of group-wide data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting.

The assurance boundary includes all locations and subsidiaries of which idverde have operational control. The countries within idverde Group covered

within the assurance include France (FR), United Kingdom (UK), Netherlands (NL), Denmark (DK), Germany (DE) and Switzerland (CH).

Luxembourg (LU) falls outside the consolidated reporting boundary under the operational control approach and is therefore excluded from this assurance. Due to the lack of available data, the Netherlands entity “Subbase International B.V.” and USA entity “Treecare Innovations LLC” have been excluded from the assurance boundary.

GHG Reporting can involve the use of several assumptions relating to the subject matter and the use of generic conversion factors. As a result, the reported emissions inevitably reflect an estimate of those incurred within the boundary of the GHG emissions report.

Independence

SLR is a specialist management consultancy, advising corporations that seek to improve their economic, social and environmental performance around the world and is a leading assurator of corporate responsibility and sustainability reports.

SLR has had no direct input into the compilation of data, the calculations for energy consumption or GHG emissions relating to Scope 1 and 2. SLR are currently in the process of supporting idverde with their Scope 3 footprint, but it should be noted that this work is being carried out independently by a different team of SLR staff members that have had no ties or input to the assurance.

Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the GHG emissions data for 2025 reporting year (1st January 2025 – 31st December 2025) described above is not prepared in all material aspects, in accordance with the WRI/ WBCSD Greenhouse Gas Protocol 2015 revised edition, and appropriate GHG conversion factors for company reporting.

SLR Consulting Limited
London
21st May 2026



Armorica Lux S.à.r.l. 'idverde'
is a company incorporated
under the laws of Luxembourg
and is organised as a partnership
limited by share.

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