

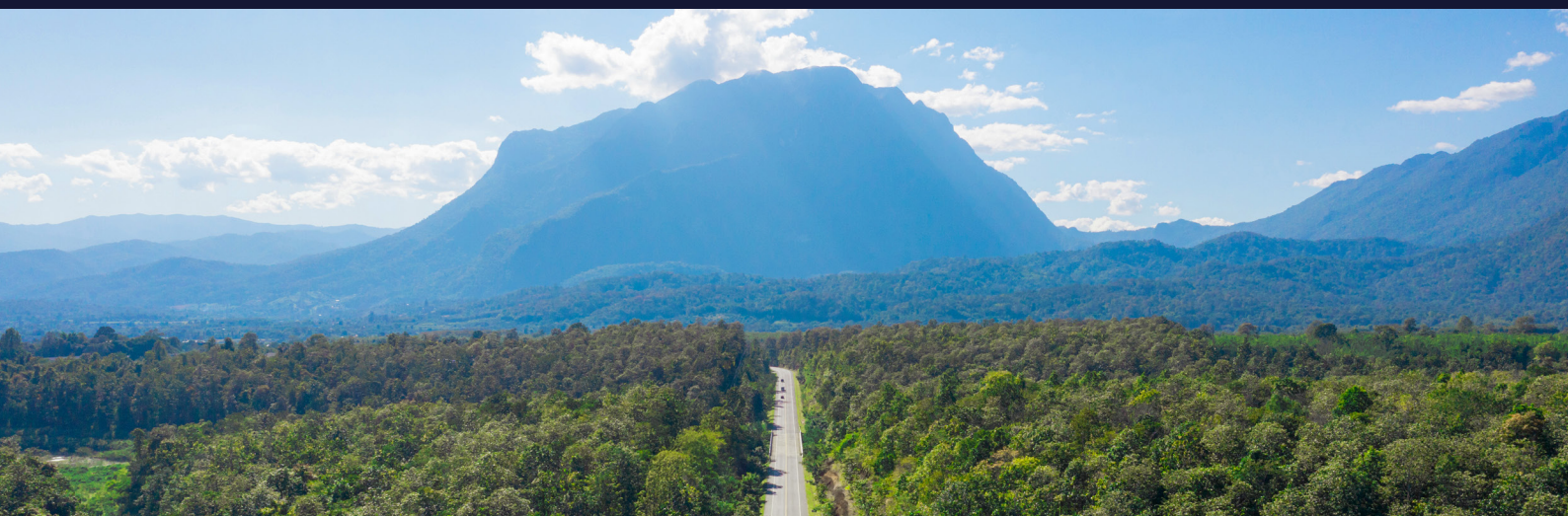


| 2025

ESG Annual Report

A Shared Path

United Nations Sustainable Development Goals





SUSTAINABLE DEVELOPMENT GOALS



NO POVERTY



ZERO HUNGER



GOOD HEALTH
AND WELL-BEING



QUALITY
EDUCATION



GENDER
EQUALITY



CLEAN WATER
AND SANITATION



AFFORDABLE
AND
CLEAN ENERGY



DECENT WORK
AND
ECONOMIC GROWTH



INDUSTRY, INNOVATION
AND
INFRASTRUCTURE



REDUCED
INEQUALITIES



SUSTAINABLE CITIES
AND COMMUNITIES



RESPONSIBLE
CONSUMPTION AND
PRODUCTION



CLIMATE ACTION



LIFE BELOW WATER



LIFE ON LAND



PEACE, JUSTICE AND
STRONG INSTITUTIONS



PARTNERSHIPS
FOR THE GOALS

One Goal

Breakthrough Global is committed to supporting the UN's Sustainable Development Goals. The UN Global Compact encourages businesses to operate responsibly first and then leverage innovation and collaboration to address societal challenges.

From climate change and water scarcity to food insecurity, poverty, conflict and inequality, global challenges demand urgent action.

As companies strive to reshape business models for the future, integrity and values play a crucial role.

Advancing the SDG agenda begins with responsible business practices, integrating ESG values into strategies and operations.

Sustainability extends beyond business-sustainable events and Programmes should also create a positive social and economic impact on the local communities where they take place.





CEO's Commitment

As a values-led, purpose-driven company, we are committed to delivering transformations to make the world of business more fulfilling for everyone, driven directly by our actions. We have embarked ambitiously on our governance, sustainability and social impact journey and have embedded ESG into our ethos.

We have created actionable plans and targets to reach our goals and bring our clients and partners on this journey with us.

This ESG Pledge is our commitment to sustainability and environmental, social and governance including our promises and goals alongside our People, Planet and Purpose pillars.

These promises include: reducing our carbon impact on the environment, reducing water usage in our operations, use green innovations through out our Programmes, partnering with suppliers with similar values and embedding at the core of our business and our culture.

At **Breakthrough**, we have an unwavering commitment to creating value for our clients, anchored by our mission to deliver business and personal growth while reducing the potential personal and planetary costs of growth. Our Breakthrough Tools and Programmes, holistic in approach, raise the individual and collective consciousness of associates, enabling them to drive more sustainable future growth, improve people's personal lives, reduce stress and promote growth development for a fulfilled life.

As an ambitious organisation, our commitment to People, Planet and Purpose is a building block of our strategic growth agenda. We lean into the complexity of these issues and approach them with the same rigour as our Programme design and delivery.

Personally, I believe that we must make these investments and shifts to enable us all to thrive. It is everyone's responsibility, and I will start with myself to ensure we build a responsible future.

Zannah Ryabchuk

CEO, Breakthrough Global

Breakthrough Commitments

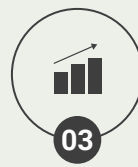
Keeping the impacts we make and the SDGs in mind, we have the following commitments for 2025. The priorities are directly linked to our corporate objectives and we pledge to further each as part of our business strategy and all our sustainability Programmes.



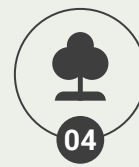
01
EMPLOYEE HEALTH
AND WELLBEING



02
DE&I LEARNING
AND DEVELOPMENT



03
PROFESSIONAL AND
ECONOMIC
GROWTH



04
REDUCING AND
OFFSETTING CARBON
FOOTPRINT



Employee Health & Wellbeing

There is growing awareness of the impact that wellbeing has on individuals, organisations and society.

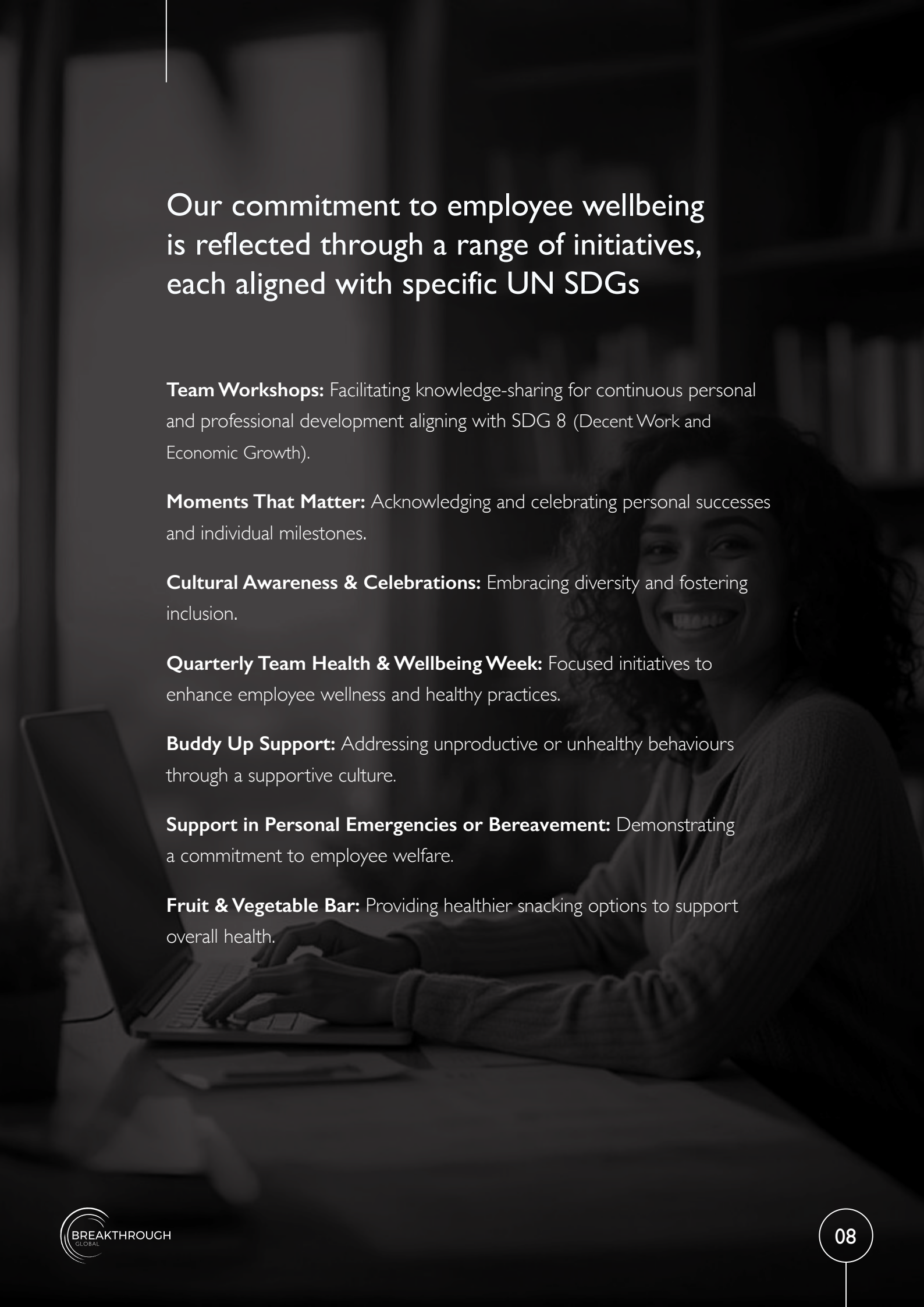
We recognise there is a lot that happens in the workplace which has an integral impact on wellbeing, be it the environment, the culture, the facilities, inclusion and acceptance, the quality of the work and leadership within the organisation.

Done well, wellbeing protects both the long-term health of an organisation and its workforce, as it improves performance, culture and motivation, which supports productivity and profitability.

Our goal is that employees thrive in a wellbeing driven environment.

We believe that harnessing the skills, talent, individuality and contribution of every employee should be at the heart of a successful business.





Our commitment to employee wellbeing is reflected through a range of initiatives, each aligned with specific UN SDGs

Team Workshops: Facilitating knowledge-sharing for continuous personal and professional development aligning with SDG 8 (Decent Work and Economic Growth).

Moments That Matter: Acknowledging and celebrating personal successes and individual milestones.

Cultural Awareness & Celebrations: Embracing diversity and fostering inclusion.

Quarterly Team Health & Wellbeing Week: Focused initiatives to enhance employee wellness and healthy practices.

Buddy Up Support: Addressing unproductive or unhealthy behaviours through a supportive culture.

Support in Personal Emergencies or Bereavement: Demonstrating a commitment to employee welfare.

Fruit & Vegetable Bar: Providing healthier snacking options to support overall health.

DE&I Learning & Development

We are on a journey to create a company that is diverse, equitable and inclusive; where everyone can be their true selves.

We do this by embracing diversity, equality and inclusion principles.

We want everyone at Breakthrough to feel represented and empowered.

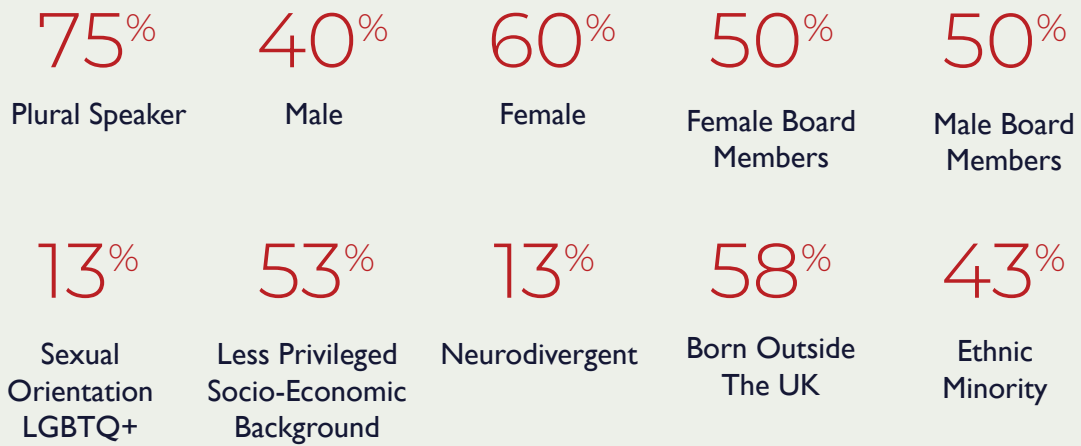


By creating a high-performing organisation where everyone can bring their best selves to work, we will collectively thrive. We are committed to attracting and retaining a diverse workforce, which includes, but is not limited to diversity in terms of gender, race, culture and nationality.

We are also cultivating an inclusive culture where people feel authentically heard, valued and appreciated, and where the business can leverage the full value of their talents.

Breakthrough Social Review Our Diversity

89.6% Overall Belongingness Score for 2024

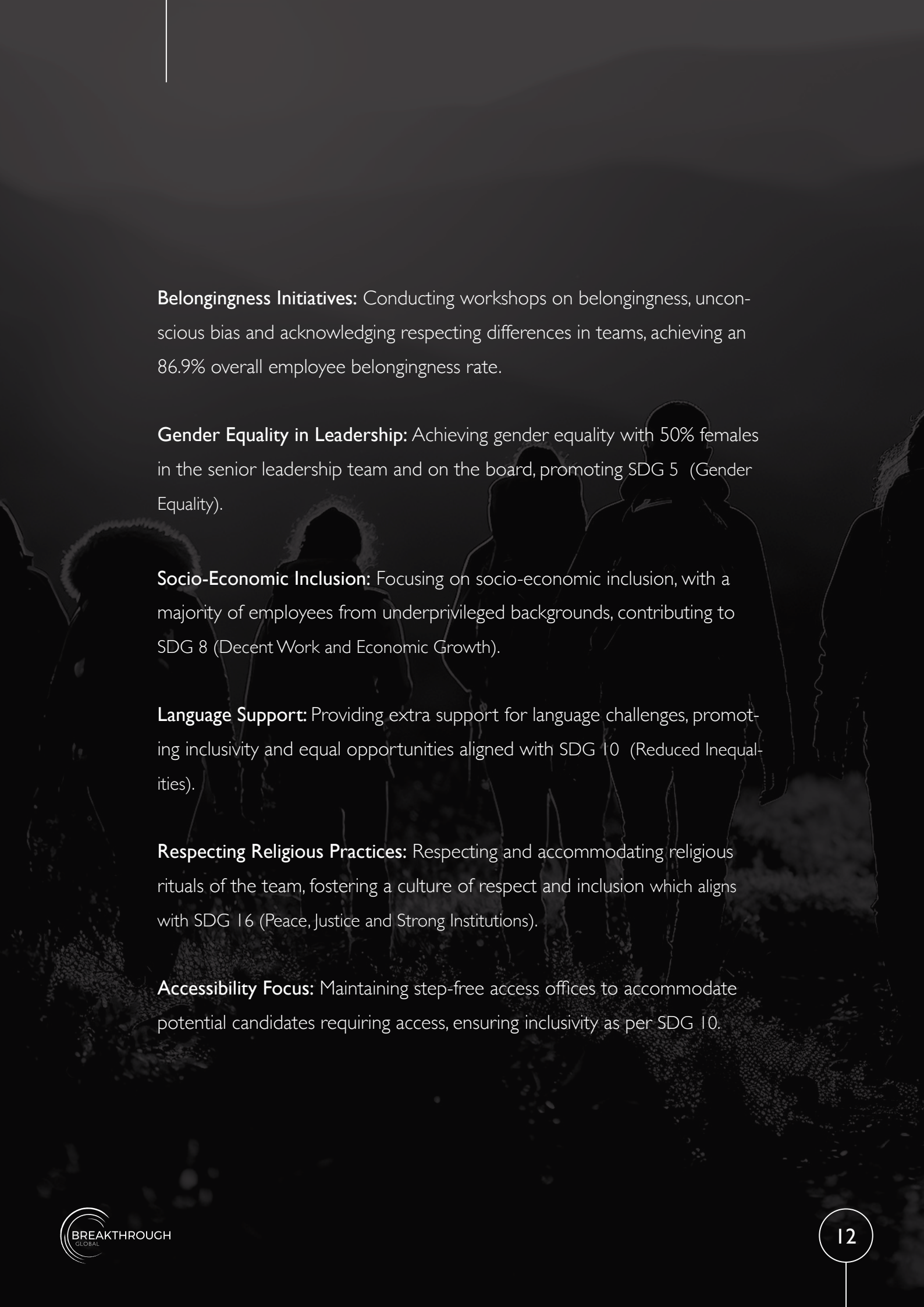


Our Commitments

DE&I-Friendly Recruitment: Ensuring DE&I-friendly recruitment processes to eliminate biases, recruiting based on skills, talents and experience, promoting fair opportunities in line with SDG 10 (Reduced Inequalities).

Diverse Workforce: Boasting a diverse workforce with 42.3% from ethnic minorities, 13% who are neurodivergent, and 13% from the LGBTQ+ community, fostering inclusivity aligned with SDG 5 (Gender Equality) and SDG 10.





Belongingness Initiatives: Conducting workshops on belongingness, unconscious bias and acknowledging respecting differences in teams, achieving an 86.9% overall employee belongingness rate.

Gender Equality in Leadership: Achieving gender equality with 50% females in the senior leadership team and on the board, promoting SDG 5 (Gender Equality).

Socio-Economic Inclusion: Focusing on socio-economic inclusion, with a majority of employees from underprivileged backgrounds, contributing to SDG 8 (Decent Work and Economic Growth).

Language Support: Providing extra support for language challenges, promoting inclusivity and equal opportunities aligned with SDG 10 (Reduced Inequalities).

Respecting Religious Practices: Respecting and accommodating religious rituals of the team, fostering a culture of respect and inclusion which aligns with SDG 16 (Peace, Justice and Strong Institutions).

Accessibility Focus: Maintaining step-free access offices to accommodate potential candidates requiring access, ensuring inclusivity as per SDG 10.

Professional & Economic Growth

Our code of conduct reiterates the high standards we set for ourselves and our business partners.

It works in tandem with our Breakthrough values and reinforces our commitments to ESG. The code and our values represents how we seek to act and meet our challenges.

We take action to ensure that the high ethical standards we seek to follow in our own business is also reflected in our suppliers and partners.

As we move forward, our code will help ensure that our values continue to be reflected in every market and business activity.

A commitment integrity, acting honestly and ethically, and complying within the law are critical to our continued success.



Our Commitments

Flexible Working Arrangements: Implementation of flexible working arrangements to promote employee well-being and work-life balance, contributing to SDG 5 (Gender Equality).

Work-Life Balance: Prioritising work-life balance to foster a healthy and sustainable approach to professional and personal life, aligning with SDG 3 (Good Health and Well-being).

Regular Feedback: Establishing a culture of regular feedback to enhance communication and professional growth, supporting SDG 8 (Decent Work and Economic Growth).

Clear Career Progression Path: Providing a clear career progression path for employees to encourage continuous development and advancement, contributing to SDG 4 (Quality Education).

Standards & Rights at Work: Upholding high standards and rights at work, ensuring a fair and ethical workplace, aligned with SDG 8.

Employment Creation & Enterprise Development: Focusing on employment creation and enterprise development to contribute to local economic growth, supporting SDG 8.

Social Protection & Social Dialogue: Ensuring social protection and fostering social dialogue within the organisation, contributing to SDG 10 (Reduced Inequalities).

Majority Suppliers are SMEs: Partnering with a majority of SME suppliers to support local businesses and communities, aligning with SDG 8.

Continuous Learning & Development of the Team: Emphasising continuous learning and development to enhance skills and knowledge, aligned with SDG 4.

Social Impact Mission with Clients: Undertaking impactful work with clients to make a positive difference in their workplaces and employees' lives, contributing to various SDGs, including SDG 8, SDG 10 and SDG 17.

Reducing & Offsetting Our Carbon Footprint

Climate change is one of the biggest threats facing our world today.

We commit to reducing our environmental impact to help protect nature's living organisms as well as people.

Environmental challenges, particularly climate change remains a global crisis.

Acting on climate change requires the drive and energy to find new solutions and make meaningful adjustments. We have taken the first steps by comprehensively mapping our carbon footprint and committing to reducing our environmental impact with year-on-year reductions through 2030.



Our Commitments

Annual Carbon Footprint Monitoring: Committed to calculating and monitoring our annual carbon footprint, demonstrating accountability and transparency, aligning with SDG 12 (Responsible Consumption and Production).

Aggressive Offset Targets: Pledging to offset 50% of our carbon footprint by 2024, working towards SDG 13 (Climate Action).

Carbon Neutrality by 2025: Striving to achieve carbon neutrality by 2025, aligning with SDG 13.

Recycled Materials Pledge: Pledging to use recycled materials for Programme collateral (journals, pens, etc.), contributing to SDG 12 (Responsible Consumption and Production).

Environmentally Friendly Travel: Prioritising environmentally friendly travel options whenever possible, supporting SDG 13.

Comprehensive Recycling: Implementing a comprehensive recycling strategy for all materials used in the office, reinforcing our commitment to SDG 12.

Environment-Conscious Supplier Partnerships: Partnering with third-party suppliers who are environmentally conscious, fostering a sustainable supply chain in line with SDG 12.

Internal ESG Workshops: Hosting ESG workshops to educate, engage and empower employees with ESG knowledge to align their work with sustainability goals, fostering a culture of responsible business conduct.

Next Steps

These commitments mark the formal, published and documented beginning of our Environmental, Social and Governance journey.

We are committed to driving positive change across our business and throughout the communities we serve. We are committed citizens globally and work to bring our collaborators and partners on this journey with us.

The Breakthrough Manifesto is moving us towards a brighter, more ethical and sustainable future.

The movement begins here. Join us as drivers of change for Planet, People and Culture.





Address: 15 Grape St, London. WC2H 8DR

Phone: +44(0) 207 229 1838

eMail: contact@breakthroughglobal.com

www.breakthroughglobal.com
