



Logicalis International

FY26 Responsible Business Report

Contents

P 3 About Logicalis

P 4 Introductory Messages

P 5 Overview

P 6 Chapter 1
Why social responsibility matters more than ever

P 8 Chapter 2
Empowering people to thrive

P 10 Chapter 3
Accelerating environmental progress

P 12 Chapter 4
Investing in underrepresented groups

P 14 Chapter 5
The next era of responsible business

P 15 Appendix — Additional information

About Logicalis



Delivering sustainable outcomes that matter for our people, our communities and our planet.

We are Architects of Change™. We help organisations succeed in a digital-first world. At Logicalis, we harness our collective technology expertise to help our customers build a blueprint for success, so they can deliver sustainable outcomes that matter.

As a global technology service provider, we deliver AI-powered technology solutions built for reliability and scale, across cloud, connectivity, collaboration and security.

Logicalis International has 4,000+ Architects of Change and across 20 territories around the globe, helping our 6,000+ customers across a range of industry sectors to

create sustainable outcomes through technology. Logicalis International had revenues of \$1.25 billion in FY25, and is a division of Datatec Limited, listed on the Johannesburg Stock Exchange.

This Logicalis International Responsible Business report highlights our sustainability performance from 1 March 2025 to 28 February 2026. The report

includes information from the regions that we operate in, namely APAC, EMEA and North America, and focuses on the material aspects of our business related to our Responsible Business strategy.

In this report, the term 'Logicalis' will be used to refer to the operations of Logicalis International only, so excluding Logicalis Latin America.

Introductory Messages

Nick Zinzan
Head of ESG



At Logicalis International, we believe that broad implementation of responsible business practices is a fundamental way for ambitious organisations to create long-term value, build trust and achieve sustainable growth in an era of constant change.

Our FY26 responsible business performance demonstrates the progress that is possible when sustainability is embedded into business strategy. With support from across the business, we

have delivered reductions in our operational emissions and increased use of renewable energy, continued to invest in our people, strengthen leadership capability and create a more inclusive organisation. These achievements reflect the commitment of our teams around the world and reinforce our belief that responsible business is fundamental to building resilience, delivering sustainable growth, and creating lasting success.

As we look ahead, we remain focused on creating positive outcomes for our customers, colleagues, partners and communities while building a stronger, more sustainable future.

Bob Bailkoski
Logicalis CEO



“Responsible business is not separate from business success. It is how organisations build resilience in an increasingly complex world.”

“Technology continues to create opportunities for growth and innovation, but the organisations best positioned to succeed are those that innovate responsibly, invest in their people, contribute positively to society and demonstrate environmental stewardship. Our FY26 results show meaningful progress against our climate commitments, alongside continued investment in our people and the communities we serve.”

Overview

Our Responsible Business strategy is shaped by our understanding of the social and environmental challenges in the regions where we operate. We organise this approach around three pillars:

PILLARS	 Our People We drive innovation through diverse, collaborative teams, recognising that varied backgrounds strengthen creativity and value creation. We are committed to building an engaged workforce and improving representation of women and minority groups across the organisation.	 Our Communities We support education and local charities in the communities where we operate, with a focus on STEM learning and creating opportunities for women and minority groups to enter and thrive in the ICT sector.	 Our Planet Our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future. We strive to improve our environmental performance and contribute to a cleaner, healthier planet.
FY26 HIGHLIGHTS	• Learning management system roll-out completed globally, with over 4,000 employees accessing learning via Logicalis Learning Space and c.470 leaders participating in leadership development programmes • Over 7,150 technical certifications were held by Logicalis International employees at the end of FY26, across Network, Security, Data, Cloud and AI portfolios	• Strong growth in number of initiatives in APAC region with focus on women in tech programmes • Mapped 5 key projects to new Theory of Change and established key outcomes to track going forward	• Focused strategy on high emitting locations has led to significant scope 1 and 2 emissions reductions • Delivered a combination of increased renewable energy sourcing and reduced overall electricity usage
FY26 ACHIEVEMENTS	• 26% female employees across the workforce (FY25: 25%) • 17.0 training hours per employee (FY25: not available)	• 19 education-focused community projects (FY25: 21) • US\$352,000 donated to community projects and charities (FY25: US\$232,000)	• 34% reduction in scope 1 and 2 emissions (market-based) compared to FY22 baseline • 42% renewable electricity use (FY25: 22%)

CHAPTER 1

Why social responsibility matters more than ever

We are living through one of the most significant periods of technological transformation in modern business history. AI is accelerating innovation, reshaping industries and creating new opportunities for growth. At the same time, organisations face increasing cyber threats, evolving regulation, growing pressure to reduce environmental impact and a widening technology skills gap.

In this environment, socially responsible business practices are no longer separate from commercial success. These practices are how resilient organisations create value, build trust and enable sustainable

growth. The organisations best positioned to succeed will be those that innovate responsibly, invest in their people, support their communities and contribute positively to the world around them.

Stakeholder expectations are also changing. Customers want technology partners they can trust. Employees want to work for organisations with purpose and opportunity. Investors, partners and regulators increasingly expect transparency, strong governance and measurable progress on environmental and social issues. Frameworks such as those from the International Sustainability Standards Board (ISSB) and



Corporate Sustainability Reporting Directive (CSRD) are reinforcing sustainable business practices as a whole-business priority rather than a standalone function.

For technology companies, this responsibility is particularly

important. The digital economy depends not only on innovation, but on trust, resilience and participation. As organisations adopt AI and modernise their infrastructure, they need partners that can help them transform securely, sustainably and responsibly.



34%
reduction in
scope 1 and 2
emissions

People remain at the centre of this transformation. Future success will depend as much on leadership skills and diversity of thought as it does on technology itself. We believe organisations that embrace inclusion and diversity are better positioned to adapt, solve complex challenges and drive innovation. This is why Logicalis continues to invest in learning, leadership development and creating opportunities for underrepresented groups within the technology sector. In FY26, employees held more than 7,150 technical certifications, the business ran a global

7,150
technical
certifications

inclusive recruitment training programme for our talent acquisition teams, and around 470 leaders participated in development programmes.

Environmental responsibility is equally critical. As digital infrastructure and AI continue to scale, organisations must balance innovation with resource efficiency and long-term sustainability. Maintaining

carbon neutrality, reducing emissions and increasing renewable energy use are important steps towards ensuring that technology supports a more sustainable future. In FY26, Logicalis achieved a 34% reduction in scope 1 and 2 emissions against its FY22 baseline while increasing renewable electricity usage to 42%.

Being a socially responsible business is not about choosing between purpose and performance. It's about recognising that long-term business success depends on

creating positive outcomes for people, communities and the planet. In a rapidly changing world, organisations will increasingly be judged not just by what they achieve, but how they achieve it. And being a responsible business provides the foundation for growth that is resilient, sustainable and built to last.

Increased
renewable
electricity
usage to **42%**

CHAPTER 2

Empowering people to thrive

Technology transformation starts with people. As AI, cloud and cybersecurity continue to reshape the business landscape, organisations need more than advanced technology to succeed. They need skilled, engaged and empowered employees.

At Logicalis, investing in people is fundamental to building a resilient, future-ready business. Guided by our employee value proposition (Belong, Grow, Thrive), we are creating opportunities for employees to develop new skills, build rewarding careers and contribute to meaningful work.

In FY26, we completed the global rollout of Logicalis Learning Space, with 4,129



employees accessing learning through the platform and completing approximately 3,000 days of learning. We also invested USD\$1.3million in training, development and accreditations, supporting

employees as they build expertise across fast-growing technology areas. By year-end Logicalis employees held over 7,150 technical certifications across network, security, data, cloud and AI portfolios.

Global rollout of Logicalis Learning Space, with **4,129 employees** accessing learning through the platform and **completing approximately 3,000 days of learning**

Alongside this investment, our talent and succession processes continue to strengthen leadership pipelines, identify critical talent and create opportunities for internal progression.



470 leaders participated in development programmes

Developing leadership capability remains a key priority. During FY26, around 470 leaders participated in development

programmes designed to strengthen leadership effectiveness, collaboration and high-performing teams.

We are equally committed to building a culture where everyone can thrive. The foundation for this is wellbeing. Through employee assistance programmes and local initiatives, we provide support to help employees maintain their wellbeing and a sustainable

work-life balance.

An inclusive and welcoming environment is also key. During the year, we launched a new global Inclusion and Belonging framework, and continued to invest in initiatives that support diversity, equity and opportunity. Our diversity and inclusion score of 8.4 remains above benchmark, providing a strong indicator that employees experience Logicalis

as an inclusive workplace where people feel valued and empowered to succeed.

By investing in learning, leadership, wellbeing and inclusion, we are equipping our people with the skills, confidence and support they need to succeed, all while strengthening our ability to innovate, serve customers and grow sustainably in a rapidly changing world.

Accelerating environmental progress

Technology has a critical role to play in the transition to a lower-carbon economy. Yet as AI adoption accelerates, organisations face a growing challenge: how do we unlock the productivity gains while minimising environmental impact?

At Logicalis, we believe sustainability and digital transformation should advance together. Rather than slowing progress, the focus must be on using technology to optimise resource consumption and help solve environmental challenges. AI will inevitably increase demand for computing power and energy, but it also has the potential to help organisations

improve efficiency and make more informed sustainability decisions. For example, our use of Envizi, an AI-enabled IBM solution for managing and reporting ESG data, has made our climate data and analysis function significantly more efficient and effective.

Our environmental strategy is guided by science-based targets and a long-term commitment to achieve net-zero emissions across our value chain by FY50. During FY26, we refined our carbon reduction strategy to focus on the countries, facilities and operations with the greatest opportunity for impact, supported by a new carbon reduction model designed to

keep us on track towards our 2030 goals.

This targeted approach delivered significant progress:



We maintained our global scope 1 and 2 emissions carbon neutrality status for a second consecutive year



26% year-on-year reduction in scope 1 and 2 emissions (market-based)



Overall electricity consumption fell marginally, by 1%



34% reduction in scope 1 and 2 emissions (market-based) against our FY22 baseline



Renewable electricity usage increased from 22% to 42%



77% of suppliers (by spend) had science-based targets in place

These results were driven by efforts across our global operations, with the key initiatives including the sourcing of renewable energy for our US data centres and improving energy efficiency in Taiwan.

Beyond our own operations, we continue to drive progress across our value chain. By FY26, 77% of suppliers (by spend) had science-based targets in place, supporting our ambition to have 85% of suppliers by spend

covered by science-based targets by FY28.

Looking ahead, we remain focused on reducing emissions across our operations, increasing renewable energy usage across all countries by 2030 and progressing towards our validated commitment to reduce scope 1 and 2 emissions by 50% by FY30. In addition, improved calculation of Scope 3 emissions through the use of product carbon footprint rather

than spend data will support more reliable trend analysis and the highlighting of potential areas for reduction through stakeholder engagement.

Reducing e-waste internally and for our customers is an important part of accelerating environmental progress for Logicalis and supports the transition to a lower-carbon economy. Working closely with key vendors such as Cisco, we are planning to expand access

to reuse, refurbishment and recycling solutions for customers that reduce waste and support more circular technology models. This will help to reduce emissions and environmental impact across the value chain.

Environmental progress is not simply about meeting carbon targets. It is about proving that technology can be part of the solution. By combining, data-driven decision making and environmental stewardship, we are helping to create a future where AI-enabled growth and a lower-carbon economy can successfully coexist.

CHAPTER 4

Investing in underrepresented groups

As demand for digital, cybersecurity and AI skills continues to grow, addressing talent shortages requires more than workforce development within organisations. It requires investment in the next generation of technology skills and a commitment to accessing the entire talent pool, creating pathways for those traditionally underrepresented in the industry.

At Logicalis our community strategy is centred on improving education and employment outcomes for women, young people and other underrepresented groups. In FY26, we supported 19 STEM education-focused community

initiatives across EMEA, Asia Pacific and USA, while donating more than USD\$352,000 to community projects and charities worldwide.

A key focus of our efforts is increasing female representation in technology and at Logicalis. Women comprised 26% of our employees in FY26, and 30% of senior leaders, which were similar levels to FY25.

While representation remained broadly stable year on year, we recognise that there is further progress to make. In particular, we are looking to increase female representation in technology roles, and are implementing region-specific



initiatives to address this. Maintaining strong employee engagement through continued focus on leadership, employee voice, development and culture is critical.

In Indonesia, Packet Systems (a Logicalis company) launched a scholarship programme designed to support future technology professionals, with a deliberate emphasis on

19 STEM education-focused community initiatives across EMEA, Asia Pacific and USA, while donating more than **USD\$352,000** to community projects and charities worldwide.



increasing female participation in the sector. The programme provides financial support, mentorship and industry exposure, helping talented students overcome barriers to education and employment.

In Africa, we are helping tackle youth unemployment and improve employment outcomes. Through South Africa's YES Internship Programme, Logicalis provided workplace experience, mentoring and skills

development for 11 participants, including six women. The programme delivered strong results, with six participants progressing into permanent roles within Logicalis South Africa, demonstrating the impact targeted interventions can have in creating sustainable careers in technology.

Beyond individual programmes, FY26 marked an important step forward in how we measure impact. Five strategic

community projects were aligned to our 'Theory of Change' framework, enabling us to track outcomes including programme completion, progressing into IT education and future employment within the sector. This strengthens our ability to ensure investments deliver meaningful and lasting benefits for participants and communities.

Creating a more inclusive and representative technology

industry will take collective action across business, education and government. By investing in education, developing future digital skills and creating opportunities for underrepresented groups, we are helping build the diverse talent pipeline needed to support the future of technology while ensuring more people can benefit from the opportunities it creates.

The next era of responsible business

Today, customers, employees, investors, and communities increasingly expect businesses to contribute to solving societal challenges, not simply minimise their negative impacts. As a result, responsible business is moving from risk management and compliance toward active value creation, resilience and positive impact.

For technology companies, this shift creates both an opportunity and a responsibility. As organisations embrace AI and digital transformation, they need guidance on how to innovate responsibly, strengthen cyber resilience, reduce environmental impact while developing the skills needed for the future.

At Logicalis, our approach to responsible business is deeply embedded in how we create value. Our ESG risk assessments have identified technology and cyber security, climate change, energy management and corporate culture among the issues most material to our long-term success. Addressing these challenges requires more than vision, it requires leadership, strategy and action.

We are already seeing the positive outcomes that this approach has generated. Across the business, our focus on responsible growth is helping to strengthen the capabilities, culture and customer impact needed for long-term success.

These outcomes are reflected in several areas of progress:

Building a more future-ready workforce through continued investment in learning, development and technical capability.

Strengthening leadership diversity and inclusion by supporting broader representation in senior decision-making roles.

Helping customers navigate technological change with the expertise needed to adopt digital solutions and AI responsibly.

Embedding sustainability into business operations by maintaining focus on emissions reduction, energy management and responsible resource use.

Demonstrating that innovation, resilience and environmental responsibility can progress together as part of our value creation model.

These outcomes show how we are translating our material issues into practical action and preparing the business for the next era of sustainable growth. The future of socially responsible business will be defined not by what organisations avoid doing, but by the net positive value they create. For Logicalis, that means using technology as a force for good. Helping customers adopt AI responsibly, strengthen resilience, reduce environmental impact and build future-ready workforces. In doing so, we create lasting value for our customers, our communities and future generations.

Appendix – Additional information

Climate targets and performance

The Logicalis climate strategy is guided by our Science-Based Targets initiative (SBTi)-validated emissions reduction targets, helping us deliver measurable progress across our global operations.

Our validated commitments:

Reach net-zero emissions across the value chain by FY50

A 50% reduction in absolute scope 1 and 2 emissions by FY30 from FY22 base year

85% of suppliers by spend covering purchased goods and services having science-based targets by FY28

A 90% reduction in absolute scope 1 and 2 emissions by FY50 from FY22 base year

Reduce absolute scope 3 emissions by 90% within the same timeframe

FY26 emissions and progress toward these targets to date are shown below:

Carbon emissions (tCO ₂ e)	FY26	FY25	FY22 (base)
Scope 1+2 emissions (location-based)	3,369	3,709	3,947
Scope 1+2 emissions (market-based)	2,834	3,824	4,271
YoY change (market-based)	-26%	-	-
Change vs base year (market-based)	-34%	-	-
Scope 3 emissions	139,710	142,503	207,258
YoY change	-2%	-	-
Change vs base year	-33%	-	-
% suppliers (by spend) with science-based target	77%	54%	na

Comprehensive emissions and energy use data by scope / type, category (if relevant) and year since our baseline year of FY22 are shown below:

Scopes	Category	FY26	FY25	FY24	FY23	FY22 (Base)
Scope 1	Mobile Combustion	705	809	1,058	927	1,114
	Stationary combustion	0	0	3	231	15
	Product Use: Refrigerant Gases (Kyoto Protocol)	36	90	13	0	37
	Total Scope 1 emissions	741	899	1,073	1,158	1,166
Scope 2	Heat and steam	15	16	2	0	10
	Purchased Electricity	2,600	2,799	2,739	2,903	2,771
	Purchased: Vehicles	13	15	32	0	0
	Total Scope 2 Emissions (market-based)	2,094	2,925	2,932	2,893	3,105
Scope 3	Total Scope 2 Emissions (location-based)	2,628	2,810	2,773	2,903	2,781
	Category 1: Purchased goods and services	103,802	104,135	120,890	104,343	164,306
	Category 2: Capital goods	1,084	810	1,154	3,575	3,559
	Category 3: Fuel- and Energy-Related	522	646	707	1,200	421
	Category 4: Upstream transport	4,670	4,392	4,668	4,598	4,004
	Category 5: Waste generated in operations	1,700	1,720	1,601	1,584	1,848
	Category 6: Business travel	813	3,465	3,980	751	580
	Category 7: Employee commuting	7,982	8,076	7,517	7,438	8,726
	Category 9: Downstream transport	234	220	233	230	201
	Category 11: Use of sold products	13,847	13,946	17,026	12,551	10,561
	Category 12: End-of-life treatment of sold products	5,055	5,093	6,218	13,657	13,054
	Total Scope 3 emissions	139,710	142,503	163,995	149,926	207,258
Scope 1,2 & 3 (market-based)		142,544	146,327	168,000	153,977	211,529
Scope 1,2 & 3 (location-based)		143,079	146,212	167,840	153,987	211,205

Energy use (mWh)	FY26	FY25	FY24	FY23	FY22 (Base)
Total energy use	10,299	10,226	11,816	10,404	11,111
Total electricity use	7,176	7,241	7,310	6,057	6,794
Renewable energy (electricity)	2,985	1,594	1,644	486	45
Non-renewable energy	7,314	8,632	10,172	9,918	11,065
Grid electricity	4,191	5,647	5,666	5,571	6,749
Electric vehicles	76	72	8	0	0
Diesel	1,711	1,865	2,176	2,519	2,862
Petrol	790	942	1,561	786	1,340
Average fuel	374	15	569	0	0
Natural gas	0	0	14	1,027	6
Burning oil	0	0	0	15	48
Heat and steam	84	91	176	0	61
Lubricants	0	0	1	0	0
% renewable electricity use	42%	22%	22%	8%	1%
YoY % change total electricity use	-1%	-1%	+21%	-11%	-
YoY % change total energy use	+1%	-13%	+14%	-6%	-

Please note the carbon emissions and other data presented in the tables above have not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

In FY25, we undertook an in-depth exercise to financially quantify the impacts on future revenue in 2030 and 2050 of the most relevant physical climate-related risks to Logicalis, namely extreme heat and water stress / drought (as identified in our FY24 climate scenario analysis).

The total reduced revenue forecast as a result of these risks in low and high emissions scenarios are shown in the table below:

	Total reduced revenue in forecast year (USD\$m)			
	Extreme heat		Water stress / drought	
Scenario	2030	2050	2030	2050
Low emissions	\$1.2	\$1.6	\$0.5	\$1.3
High emissions	\$1.4	\$2.1	\$0.3	\$2.7

The overall outcome was that these physical risks were not considered material in terms of future impact on revenue (to 2050) for Logicalis globally, but that local measures to mitigate risks would be in order. These measures are now in place in the relevant locations.

Further details of this exercise and detailed results can be found in the FY25 Non-Financial and Sustainability Information Statement (NFSIS) on the Datatec website.

Governance

Logicalis has a robust governance framework which is essential for driving progress across responsible business. The Logicalis Board of Directors (the Board) is ultimately accountable and responsible for the performance and affairs of the organisation and is committed to upholding accepted principles of governance. It plays a pivotal role in championing Responsible Business practices, which are a core component of our business strategy, by overseeing their integration across the organisation. The Board ensures that Logicalis operates responsibly and sustainably by identifying material sustainability issues, assessing associated risks and opportunities, and providing strategic guidance. It sets the tone for the company through ethical leadership and is committed to maintaining

the highest standards of ethics and business conduct. In addition, the Board oversees the selection and appointment of all members of the highest governance committees and governance bodies, including the Social and Ethics Committee which has delegated responsibility for oversight of the responsible business programme. We employ several processes within our highest governance body (the Board of Directors) to prevent and mitigate conflicts of interest, including the Logicalis Code of Ethics and Conduct, Annual Declarations, a non-executive director, Board Committees, Whistleblower Mechanism, External Review, and Training and Education. We also ensure that any conflicts of interest to stakeholders are disclosed. At the operational level, our

Environmental Council and Global Inclusion Council focus on specific sustainability areas, namely climate and environment, and inclusion and belonging. These councils are critical in identifying key issues, setting priorities, and driving initiatives within their respective domains.

Materiality approach: in FY25 we completed a Double Materiality Assessment (DMA) for Logicalis in line with the European Sustainability Reporting Standards (ESRS), identifying and assessing our most significant environmental, social and governance (ESG) impacts, risks and opportunities through stakeholder engagement and materiality analysis.

The assessment identified climate change adaptation, waste management, corporate culture, and corruption and bribery as our most

material impact-related risks, while energy management and technology, data and cybersecurity were identified as material from both impact and financial perspectives. These priorities align closely with the findings of the FY26 Datatec DMA update and continue to shape our ESG strategy and actions across the business.



Policies

Logicalis maintains a number of group policies across the three pillars of responsible business, namely:

Code of conduct	Flexible working policy
Global privacy policy	Grievance policy
Anti-bribery policy	Disciplinary policy
Global AI policy	Absence policy
Health & safety policy	Pension policy
Whistleblowing procedure	Expenses policy
Sickness absence policy	Bereavement policy
Menopause policy	Environmental policy
Capability policy	Sustainable travel policy
Training and development policy	Sustainable procurement policy
Personal accident and business travel policy	E-waste policy
Anti-harassment and anti-bullying policy	Inclusion & belonging framework



We are Architects of Change™.
We help organisations succeed in a digital-first world.

At Logicalis, we harness our collective technology expertise to help our clients build a blueprint for success, so they can deliver sustainable outcomes that matter.

www.logicalis.com