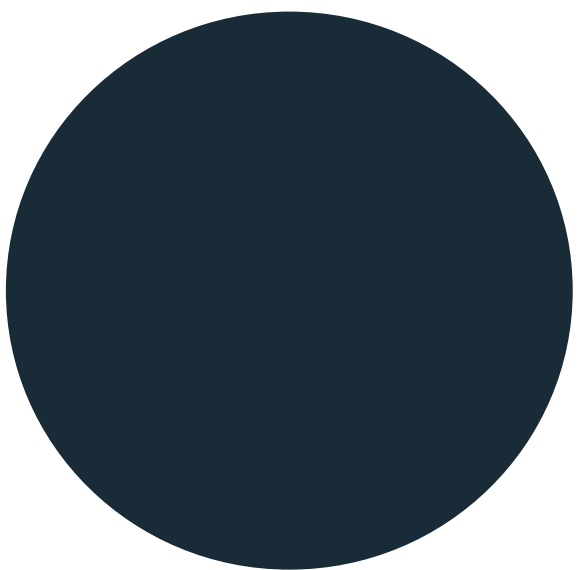
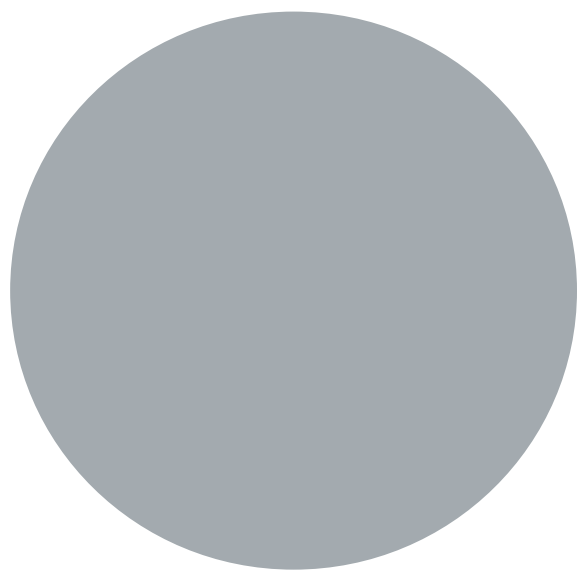
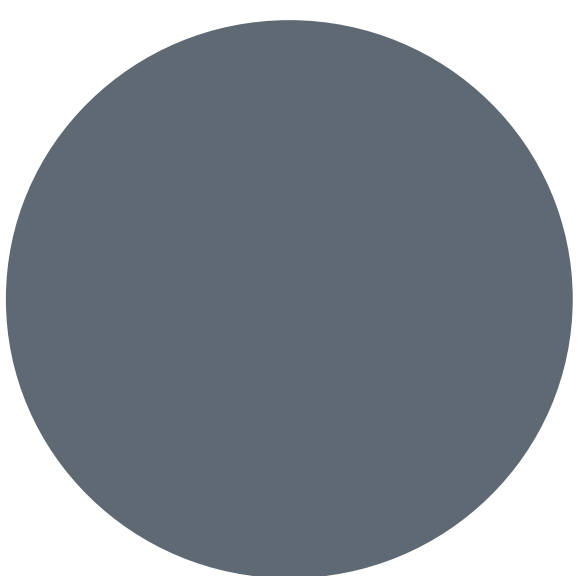
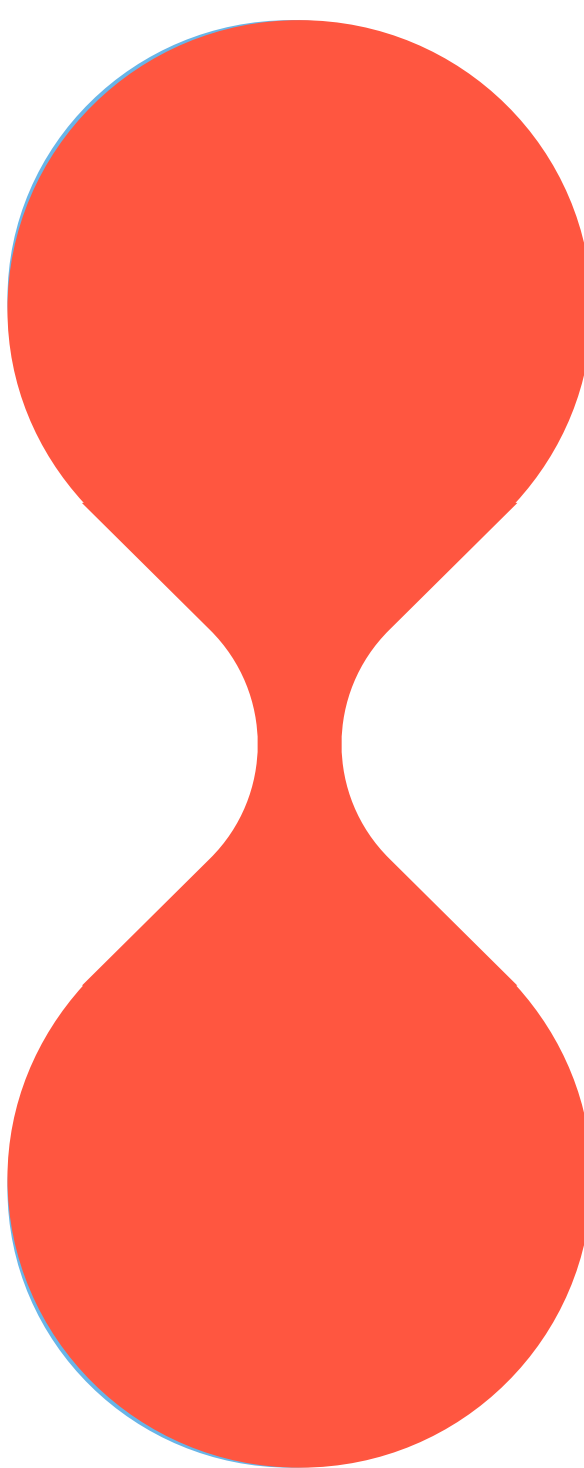
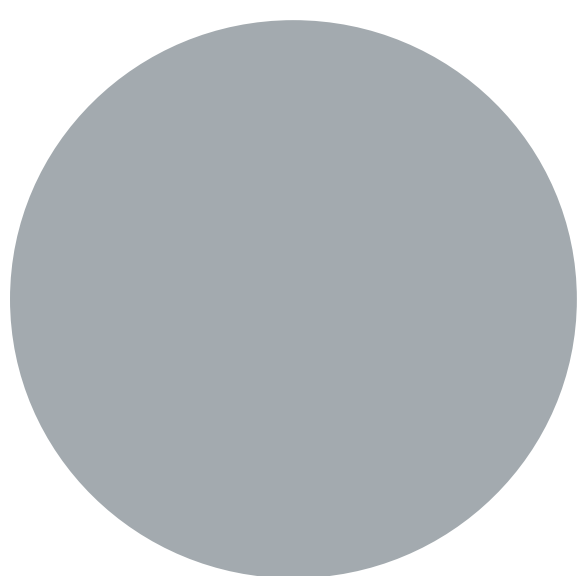


endava



we.care

Sustainability Report 2024



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Letter from our CEO

Hello and welcome,

I am pleased to present our We Care Sustainability Report for the Fiscal Year 2024. As our organisation continues to evolve, our focus remains on the Environmental, Social and Governance (ESG) issues that are most relevant to our business.

We Care is in our DNA. We are committed to making a positive impact and supporting our people, customers and the communities where we live and work.

This report is also our annual Communication on Progress as a UN Global Compact signatory, reaffirming our commitment to shaping a sustainable future aligned with the UN Sustainable Development Goals.

As a growing global organisation, it is critical for us to stay true to our core purpose and values and to continue to focus on enabling our people to be the best they can be. We embrace strategic improvements to enhance our people skills and capabilities while fostering innovation and positioning ourselves for future growth.

We are a leading provider of next-generation technology services dedicated to helping our customers drive real impact and meaningful change globally. As AI is set to drive the new digital transformation era, our commitment to innovation excellence is evident in the design of our agentic AI Industry Accelerator, Morpheus. This is powered by our focus on developing AI skills across delivery locations and embedding AI in our daily engineering work.

Our dedication to delivering exceptional service and building strong partnerships enables us to maintain high levels of customer satisfaction. We support our clients in their sustainability journeys by leveraging our industry expertise, our ESG partnerships and our green software capabilities. We also use technology as a force for good in collaboration with our customers.

In FY2024, we made significant progress with our environmental agenda by getting our near and long-term science-based emissions reduction targets, and overall science-based net-zero target, approved by the Science Based Targets initiative (SBTi). Our governance efforts continue to focus on preparing for compliance with the EU Corporate Sustainability Reporting Directive (CSRD). We recently completed our Double Materiality Assessment (DMA), the first step in this process.

We also continue to raise Endavans' awareness of the importance of operating responsibly and driving sustainability through our supply chain.

Our sustainability journey is moving forward. I invite you to discover more about our great work to create a positive impact supporting our people, customers, communities and stakeholders.

"We Care is in our DNA. We are committed to making a positive impact and supporting our people, customers and the communities where we live and work."

John Cotterell
CEO

Our stakeholders

We care about making a positive difference for our stakeholders:

For our people

We are committed to being an inclusive community, and our core purpose is to enable our people to be the best they can be.

For our clients

We focus on building partnerships with our clients to provide innovative digital solutions to increase the positive impact we have on our clients' businesses and sustainability.

For our investors

We aim to provide our investors with the information they need to understand our ESG priorities and how these initiatives drive the future resilience of our business, allowing them to make informed decisions.

In our supply chain

We promote sustainable procurement practices and aim to make purchasing decisions that decrease negative effects on society and the environment.

In our communities

We aim to support the communities where we live and have strategic partnerships with non-governmental organisations (NGOs).

Endava at a glance

We are a leading next-generation technology services company.

We are a leading provider of next-generation technology services, dedicated to enabling our customers to drive real impact and meaningful change. By combining world-class engineering, deep industry expertise and a customer-centric mindset, we consult and partner with our customers to create technological solutions that fuel transformation and empower businesses to succeed in the AI-driven digital shift. From ideation to production, we support our customers with tailor-made solutions at every stage of their digital transformation, regardless of industry, region or scale.

For over 20 years, we have helped businesses accelerate and take advantage of new business models and market opportunities across various industries, including payments, insurance, finance and banking, technology, media, telecommunications, healthcare and life sciences, mobility, retail and consumer goods and more. Operating across 71 cities in 29 countries, Endavans synthesise creativity, technology and delivery at scale in multi-disciplinary teams to support our clients from ideation to production. As of 30 June 2024, we employed 12,085 Endavans across locations in Europe, the Americas, Asia-Pacific and the Middle East.

In FY2024, we reported revenue of £740.8 million, a 6.8% decrease from the previous year. In August 2023, through our acquisition of TLM Partners, Inc., or TLM, we have gained expertise in outsourced development services across design, engineering and art/animation for PC and console video games

and other digital entertainment. Our acquisition of EQ Tek, in February 2024 increased our presence in Poland, providing IT software development services to financial services, gaming, sports betting and other technology-led B2C businesses. Through our acquisition of GalaxE in April 2024, we have expanded our healthcare footprint in North America and added our first delivery units located in India.

We are committed to making a positive impact. We enable change.

The Digital Transformation approach we have been honing for two decades is the cornerstone of our approach to the new AI-driven Digital Transformation era.

Our approach is centred around enhancing our customers' systems and utilising innovative technologies to create modern value propositions that fuel our clients' competitive edge in the market.

This approach is powered by our multi-disciplinary teams who combine decades of expertise, creativity, technology and delivery at scale to support our clients in achieving their ambitious goals.

We empower people to interact with innovative technology and reap transformational results.

Our people are at the heart of who we are and drive our success. We enable Endavans to be the best they can be by fostering an inclusive environment where they can be creative and develop their professional skills.

We are committed to contributing to our local communities and, more broadly, the technology and services industry.



Endava around the world

71 cities, 29 countries

European Union:

Austria, Bulgaria, Croatia, Denmark, Germany, Ireland, Netherlands, Poland, Romania, Slovenia and Sweden

Europe-Non EU:

Bosnia & Herzegovina, Moldova, North Macedonia, Serbia, Switzerland and the United Kingdom

North America:

Canada and the United States

Latin America:

Argentina, Colombia, Mexico and Uruguay

Asia Pacific:

Australia, India, Malaysia, Singapore and Vietnam

Middle East:

United Arab Emirates





“Our ESG journey continues, and we are pleased with the efforts we are making. In FY2024, we furthered our environmental ambitions with the approval of our near and long-term science-based emissions reduction targets, and overall science-based net-zero target, by the SBTi. Additionally, we completed our Double Materiality Assessment, the first step in complying with the EU Corporate Sustainability Reporting Directive (CSRD).”

Laurence Madsen,
Head of Investor Relations & ESG

Our **We Care** approach

Our We Care approach is based on five key pillars: Our People, Social Impact, Operating Responsibly, Innovation and Data Integrity and Environmental Impact. These pillars underpin our core purpose and values while helping our stakeholders understand our ESG priorities and the actions we are taking to reach them.

We consider industry frameworks, including the recommendations of the Sustainability Accounting Standards Board (SASB), as well as the UN Sustainable Development Goals (SDGs), in aligning our sustainability approach. For further details, please refer to the [Appendix 1](#) and [Appendix 2](#).

In 2023 the Corporate Sustainability Reporting Directive (CSRD) entered into force in Europe. To determine the sustainability matters material to Endava, between October 2023 and March 2024, we conducted a Double Materiality Assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS) issued by the European Commission. Completing the DMA marks a milestone in our sustainability journey as we prepare to comply with the CSRD for FY2026.

Furthermore, in FY2024, we have set near and long-term science-based emissions reduction targets, and an overall science-based net-zero target. These were approved by the SBTi in July 2024, which marks another significant milestone in our sustainability agenda. Learn more about this in the [Environmental Impact](#) section.

Governance & Oversight

Our board shares collective responsibility for the long-term success of the Group, but individual members undertake additional clearly defined activities on behalf of the board.

Various committees assist the board. The Nominating and Corporate Governance Committee is responsible for the Group’s ESG oversight and periodic review and assessment of ESG matters relevant to the Company’s business and operations. The Audit Committee is responsible for the Group’s risk assessment and management and provides audit-related oversight of ESG matters and related metrics. In addition, the Group’s Risk Committee provides oversight around risk management and facilitates the embedding of the principles of Endava’s Enterprise Risk Management (ERM) policy.

The organisational structure supporting our sustainability approach is spearheaded by our ESG core team, including senior managers across the company. The core team reports to members of the executive team, each of whom sponsors and oversees ESG matters:

- Mark Thurston (Chief Financial Officer) on Environmental matters;
- David Churchill (Chief People Officer) on Social matters; and
- Rohit Bhoothalingam (Group General Counsel) on Governance matters.

Rohit Bhoothalingam also acts as the overall executive sponsor of our ESG We Care approach.

The role of these executive sponsors is to focus on reviewing annual ESG plans and related policies as well as enhancing board engagement while ensuring appropriate resourcing, tracking of progress and championing ESG programmes. The Head of ESG presents to the board regularly.

Our core ESG team is responsible for working closely with the various business functions and subject matter experts (SMEs) across the organisation to identify key areas of focus and drive accountabilities. The core team also manages ESG-specific reporting, ratings, certifications and client enquiries for related topics.

Our We Care roadmap is designed to help achieve our business objectives: to continue to be an employer of choice in the regions where we operate; drive organisational health; embed integrity and robust governance throughout our organisation; adhere to responsible sourcing practices; develop environmentally sustainable solutions; and act as a force for good in our communities.

We Care articulates our **ESG** approach and key priorities

Our people /

We enable our people to be the best they can be by creating learning and development opportunities, fostering an inclusive work environment and making sure everyone is connected to our culture.

SASB

- Diversity and inclusion
- Talent and development
- Wellbeing

SDGs



Social impact /

We aim to make a positive difference in the communities where we live and work through strong strategic partnerships with NGOs. By concentrating on education, health, environment and humanitarian aid we focus on areas where we can have the greatest impact.

SASB

- Community engagement

SDGs



Operating responsibly /

Our commitment to act ethically and with the highest levels of integrity enables us to retain the trust and confidence of our people, customers and investors in order to build a strong and sustainable business for the future.

SASB

- Tax and economic contribution
- Client satisfaction and delivery
- Business conduct and ethics
- Human rights and anti-slavery
- Health and safety
- Corporate governance
- Supply chain management
- Socio-economic benefits

SDGs



Innovation & data integrity /

We develop smart solutions that are helping transform lives through technology. In doing so, we strive to safeguard customer privacy and security by aligning with industry best practices.

SASB

- Innovation and digital acceleration
- Data security and privacy

SDGs



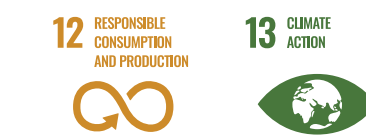
Environmental impact /

We care about our impact on the world and follow sound environmental practices to reduce our environmental footprint.

SASB

- Emissions management and reduction arising from our services
- Energy management and GHG emissions

SDGs



Our people /

We enable our people to be the best they can be by creating learning and development opportunities, fostering an inclusive work environment and making sure everyone is connected to our culture.

Contributing to the Sustainable Development Goals

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



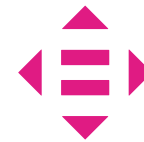
5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Our people overview



“As we look to the future, we are building an organisation that provides more opportunities for people to develop their skills and flourish.”

David Churchill
Chief People Officer

We are embracing strategic improvements that can effectively enhance our people's skills and capabilities while fostering innovation and helping position ourselves for sustained success and growth in the future.

To keep thriving, we focus on accelerating the cultivation and enhancement of a high-performing culture, building the essential skills for the future.

We provide extensive learning tools, for leadership, technical and commercial skills, and we maintain close ties with universities in our locations in Central Europe and Latin America to develop talent.

Our diversity strengthens us as it helps us build innovative and creative solutions for our customers. We have refocused our Diversity, Equity and Inclusion (DEI) strategy, and we strive to embed it into everything that we do.

From widespread access to multiple digital learning platforms, cultural awareness and mentoring programmes to our holistic wellbeing approach - we are truly invested in giving our people opportunities to grow and develop.

FY2024 highlights

55
Cultural Allies across our locations

All Endavans
have access to the O'Reilly learning platform

1,000+
Endavans participated in our International Women's Day global campaign

150
line managers participated in mental wellbeing for leaders training

Nurturing our people

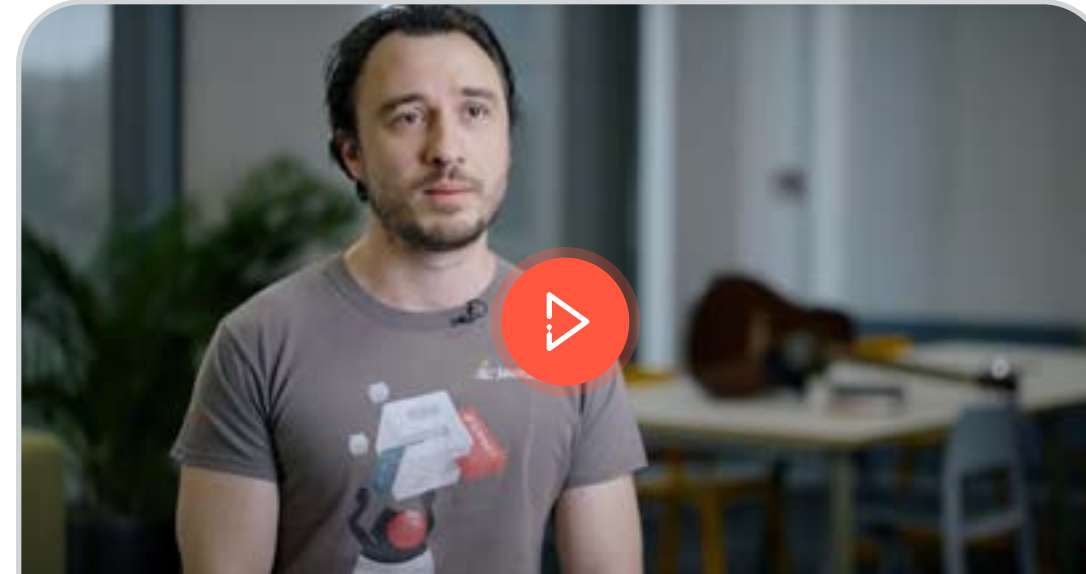
Endava brings together technology and people to create great outcomes for our customers. As we expand our global footprint and navigate the technological landscape, our organisation is evolving. Yet, our core purpose, culture and values remain the same.

We have kept our human-centric approach and we continue to empower our people to be the best version of themselves, build connections and drive meaningful change.

At the end of FY2024, we had a 13.1% attrition rate, compared to 11.4% at the end of fiscal year 2023. We also had a Glassdoor rating of 4.0 [out of 5.0] at the end of FY2024.

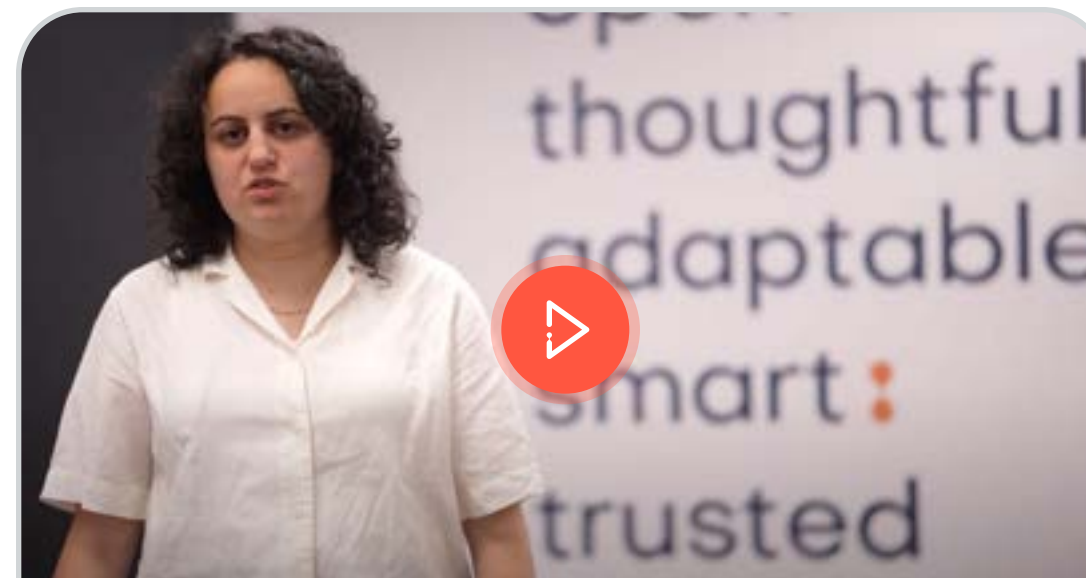
We work with a shared goal in mind: drive change and impact. Working in multidisciplinary teams, each of us brings value to the table. When we work together, we win together—that's the secret force behind our consistent delivery. We value and recognise people who get to the heart of any challenge, who don't shy away from complex projects and environments and who work with true collaboration.

Meet our engineers



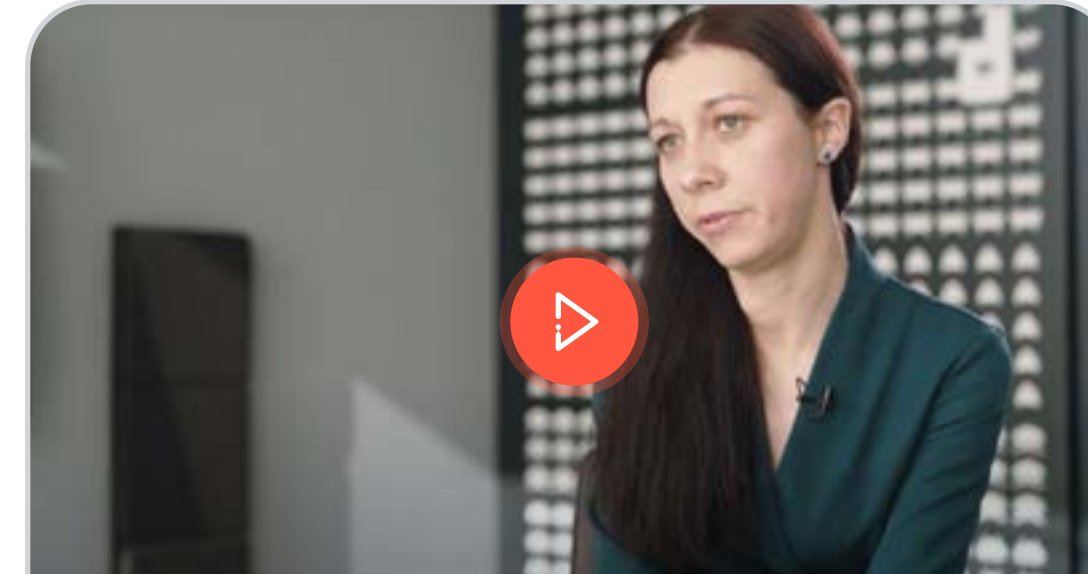
Laurentiu Spilca's story – Principal Development Consultant in Bucharest, Romania

Discover what it takes to become a great programmer, public speaker and author from Laurentiu.



Dana Babbagh's story – Principal Development Consultant in Sydney, Australia

Find out more about how Dana embraces challenges and the power of continuous learning for a career in software.



Aliona Ganta's story – Discipline Lead & Test Manager in Chisinau, Moldova

Discover Aliona's career journey with Endava and her leadership approach.



Javier Valderrama's story – Principal Development Consultant in Rosario, Argentina

Find out more about Javier's thoughts on the importance of interacting with people and how AI will shape the future of front-end development.

Spotlight:

Your Zone Awards

Your Zone Awards are given to Endavans who inspire others by upholding our core values: Thoughtful, Open, Adaptable and to those who share their knowledge as part of our Pass it On culture.

- 156 individual awards in FY2024
- 12 team awards in FY2024
- 1,382 individual awards to date*
- 79 team awards to date*
- 18,708 e-Thank You's sent to date*

* Data for June 2018 – June 2024



“Through the learning programmes we have designed for Endavans, we want to enhance skills, knowledge and competencies to enable our people to be the best they can be and provide the best support to our customers.”

Leticia Chajchir
People Director

Learning and development

We provide a wide offering of learning tools for our people organised across three pillars: commercial learning, technical learning and leadership development.

From day one, we offer learning resources, tools and programmes designed for our people to grow and develop so they can thrive as professionals. We approach learning and development holistically and have built a learning ecosystem around cross-disciplinary development, knowledge sharing and coaching and mentoring opportunities.

At the same time, we continue to maintain close relationships with universities in our locations in Central Europe and Latin America to develop talent in our communities.

Spotlight: One Endava Leadership

One Endava Leadership is our comprehensive approach to building a unified programme for developing leadership skills and competencies across our organisation.

We piloted this programme with our senior leadership team and plan to refine it based on their feedback. With the assistance of learning and organisation development specialists, we plan to offer the programme to all our Endavans in the coming years.

Commercial learning

Equip our people to meet our customers' needs and drive business growth.

Technical learning

Build and define technical skills and capabilities; acquire skills necessary for the organisation's success.

Focus on technical learning pathways and the latest technologies, particularly AI, as well as industry-specific knowledge.

Leadership development

Nurture the current and future leaders to ensure Endava's growth and success.

Learning and development at Endava

Digital learning

Digital learning is a core part of our learning offering and we are constantly looking for ways to help our people find and engage with learning where and when they need it. We aim to ensure that Endavans can learn at their convenience, fitting continuous education into their schedules.

Endava University

Endava University is our internal learning platform where our people can access on-demand content such as eLearning and video-based courses, eBooks and audiobooks, as well as register for virtual workshops and masterclasses. In FY2024, we had 168,342 visits to this virtual campus, with our people completing 53,856 pieces of digital content.

Sharing knowledge is part of our culture, and one of the ways we achieve this is by creating digital versions of our internal skills programmes to be shared across the company. We have a wide range of capability programmes – from data and architecture to insurance and banking—led by Endavans, who share their expertise with colleagues. Making these programmes available digitally ensures people can benefit from sharing knowledge regardless of location and time zones.

Technical learning

We have numerous external learning partners including O'Reilly, Pluralsight, Udemy, Microsoft ESI and more. We encourage our people to make time to learn new skills, experiment with new technologies and earn and maintain industry-recognised certifications.

All Endavans have unlimited access to **O'Reilly** online training to build new skills and prepare for the latest technology certifications and exams. In FY2024, our people accessed 111,688 titles on the site. Popular topics included Java, machine learning, cloud platforms, software architecture, Python and artificial intelligence.

In FY2024, our people completed 2,158 courses on **Pluralsight**, with popular subjects including Java, C#, Javascript, Angular and React. Additionally, 300 Endavans completed the **Udemy** Cloud Training Programme.

We have a long-standing partnership with Microsoft and our people attended 184 training events as part of the Microsoft Enterprise Skills Initiative. They learned about infrastructure, data & AI, business applications, security and more. In FY2024, Endavans completed 1,222 online modules via the Microsoft Learn Platform and gained 211 certifications in Azure, Power BI and Dynamics 365.

We encourage our people to obtain industry-recognised qualifications. In FY2024, 508 Endavans earned certifications in cloud technologies, including AWS, Azure and Google Cloud. Additionally, Endavans in project delivery management roles achieved certifications such as Professional Scrum Master, SAFe, Six Sigma, Prince2 and more. In our data discipline, popular certifications included Databricks and Snowflake.

Microlearning

We help people learn in ways that suit them, and we saw a high level of engagement with our micro-learning approach to delivering digital content. These 'learning bites' deliver content in small, manageable chunks, focusing on one specific topic or skill and allowing people to learn something new in as little as five minutes. In FY2024, we had 4,095 visits to the learning bites collections, with Endavans accessing 12,744 micro-courses and gaining 701 badges awarded upon completion of a micro-course.



University partnerships in Moldova

Building bridges between universities and the IT industry

In a world where cooperation between schools and businesses is essential, we have actively created partnerships with local universities. We are continuously looking to contribute to the development of IT communities in our locations and to enable new talent to develop relevant skills for the IT industry.

In Moldova, our partnership with local universities began more than 10 years ago by offering internships, organising 'open day' events and teaching tech courses. The aim was to raise awareness among students about career opportunities in IT, the latest technology trends and how to navigate the sector effectively.



Selecting the right partners

In Moldova, our main partners are the largest state universities known for their academic excellence, relevance to talent development, responsiveness to industry needs and a culture of collaboration.

The universities we collaborate with include the Technical University of Moldova (UTM), State University of Moldova (USM) and Academy of Economic Studies of Moldova (ASEM) in Chisinau and Alecu Russo State University in Balti.

Key milestones & current projects

Over the years, we have achieved significant milestones: we fully furnished labs with equipment in four different universities, provided two internship programmes per year, delivered various tech courses for students and helped shape the curriculum.

We explore new opportunities to support the IT market in Moldova. In addition to our regular initiatives, in FY2024, we organised training courses for university professors in software development, data, and testing, as well as a tech course taught in autumn 2023.

The "Endava Grows Youth" project introduces college students to the IT sector through visits to our offices. In the last financial year, we welcomed students from eight colleges and donated laptops to universities, colleges and schools.

Benefits

Sharing knowledge is an important part of our culture, and we empower our people to share their ideas and experiences while supporting the growth of future IT professionals. Participation in university collaborations is voluntary but highly valued by Endavans, as it offers opportunities to develop soft and technical skills. Our internship mentors find it extremely rewarding when their mentees secure jobs after the programme.

Participants in student programmes develop skills aligned with market needs. Hundreds of Endava-trained interns found jobs at Endava and other tech companies.

Overcoming challenges

Throughout the years, we have faced several challenges in these partnerships, including academic rigidity and resource constraints at universities. To address this, we extended our collaboration to include university instructors, offering open sessions on best practices, market trends and IT innovations.

Our partnerships have also expanded to include guest lecturing, mentorship, curriculum development, training workshops, internships, various tech courses and participation as judges for competitions and exit exams.

What comes next?

As we continue to strengthen our university partnerships, we remain committed to fostering a collaborative environment that benefits both academia and industry. These efforts enrich the educational landscape while ensuring a bright future for the local IT sector.



Diversity, equity and inclusion

Our vision is to have an inclusive and diverse community where all our people are respected and empowered to be the best that they can be so that we can build high-performing, thriving teams who create innovative solutions for our customers and the communities where we live and work.

We implement this vision through our new Diversity, Equity and Inclusion (DEI) strategy that aligns with our Endava purpose and values and embeds DEI into everything we do. Our strategy is centred around four key pillars: inclusive culture, workplace diversity, policies & procedures and leadership & accountability.

Thoughtful

Inclusive culture

We cultivate an inclusive and safe workplace that builds a high-performance culture and maximises the talent, skills and diversity of our people.

Open & Adaptable

Workplace diversity

We identify, attract and retain diverse talent at all levels of the organisation and help our people progress in their careers.

Smart

Policies & procedures

We drive equity and break down systemic barriers by embedding DEI into our policies, practices and the entire employee lifecycle.

Trusted

Leadership & accountability

We equip our managers and leaders with the right tools and resources to lead the way and hold everyone accountable for a sustainable and inclusive culture.

“Diversity and inclusion go beyond just how we are different; it’s about embracing the various perspectives, ideas and creativity that difference brings. We believe our diversity makes us stronger in building innovative and creative solutions for our customers, whilst our inclusive culture enables our people to bring their full selves to work.”

Lucy Gallagher

Global Head of Diversity, Equity and Inclusion

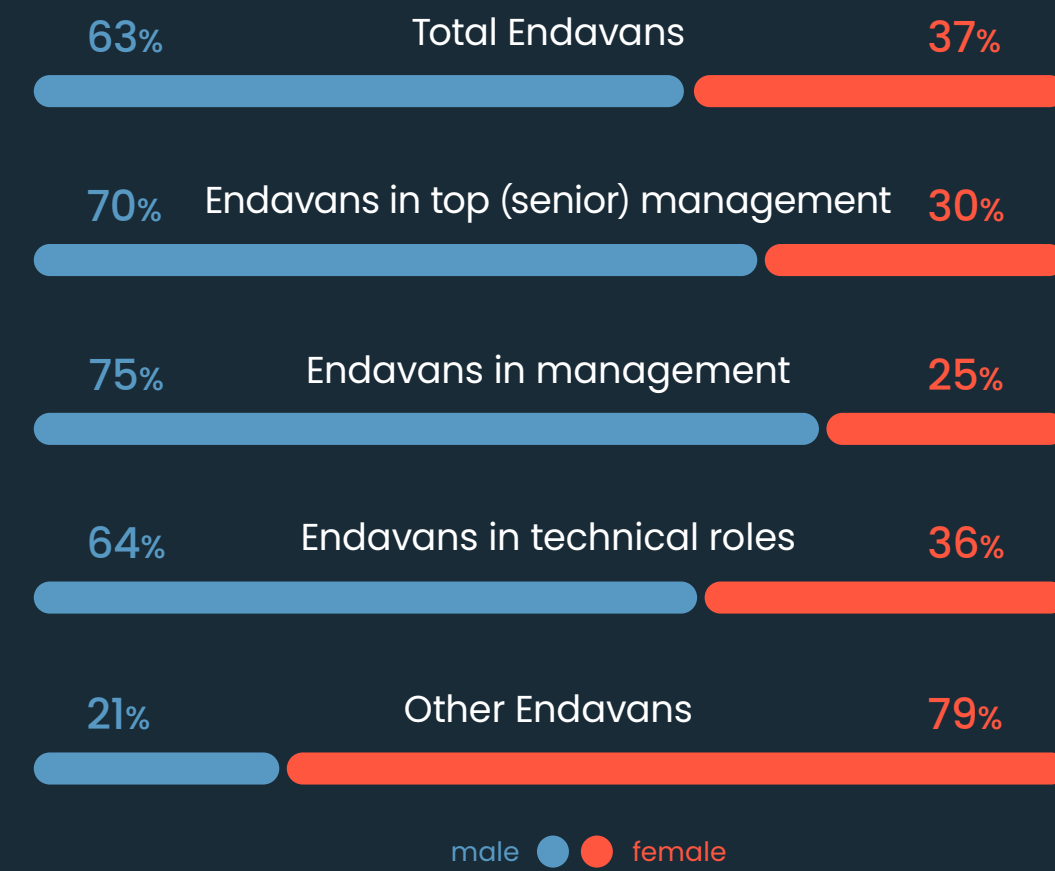


Endava is all of us

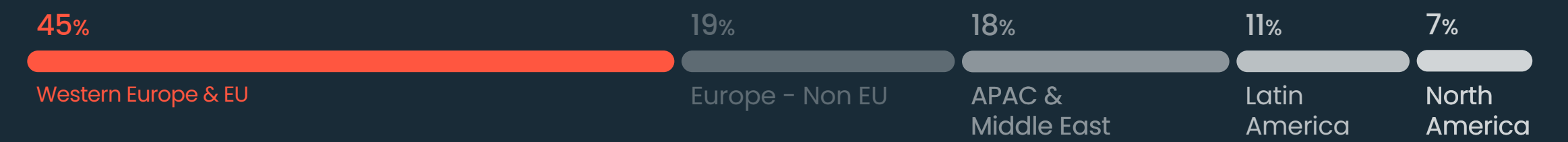
Data for the financial year ended 30 June 2024, reported according to SASB guidelines for Software & IT Services.

12,085 Endavans globally

Endavans by gender ¹



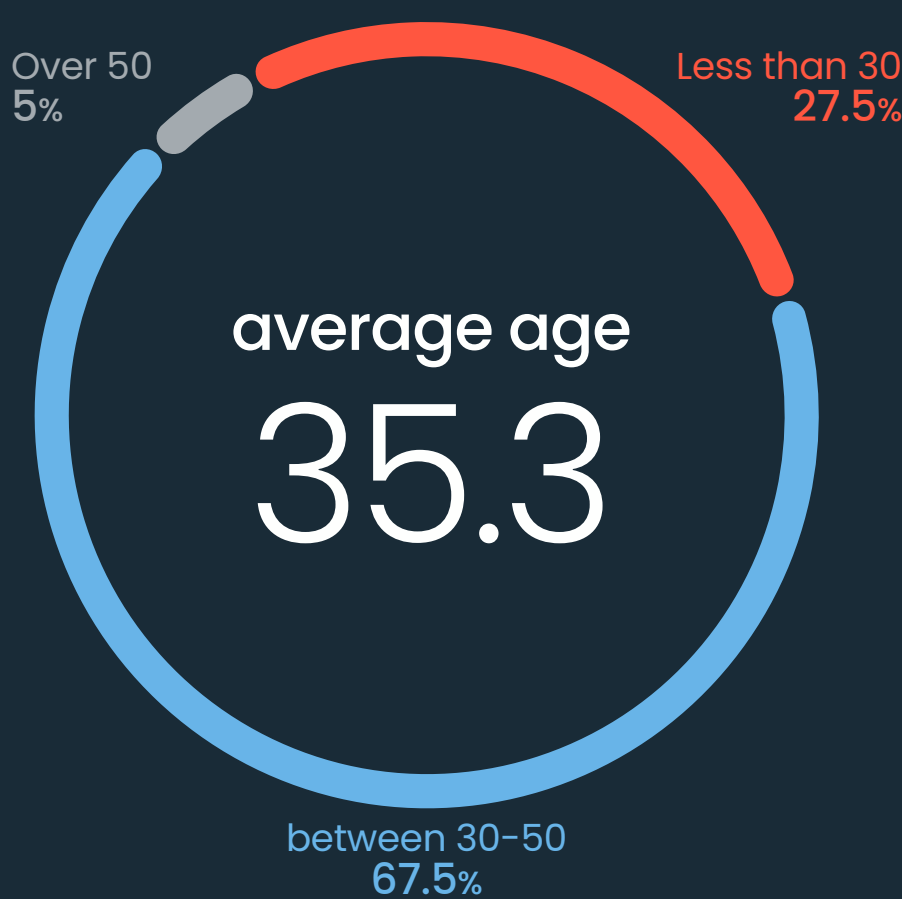
Endavans by geography



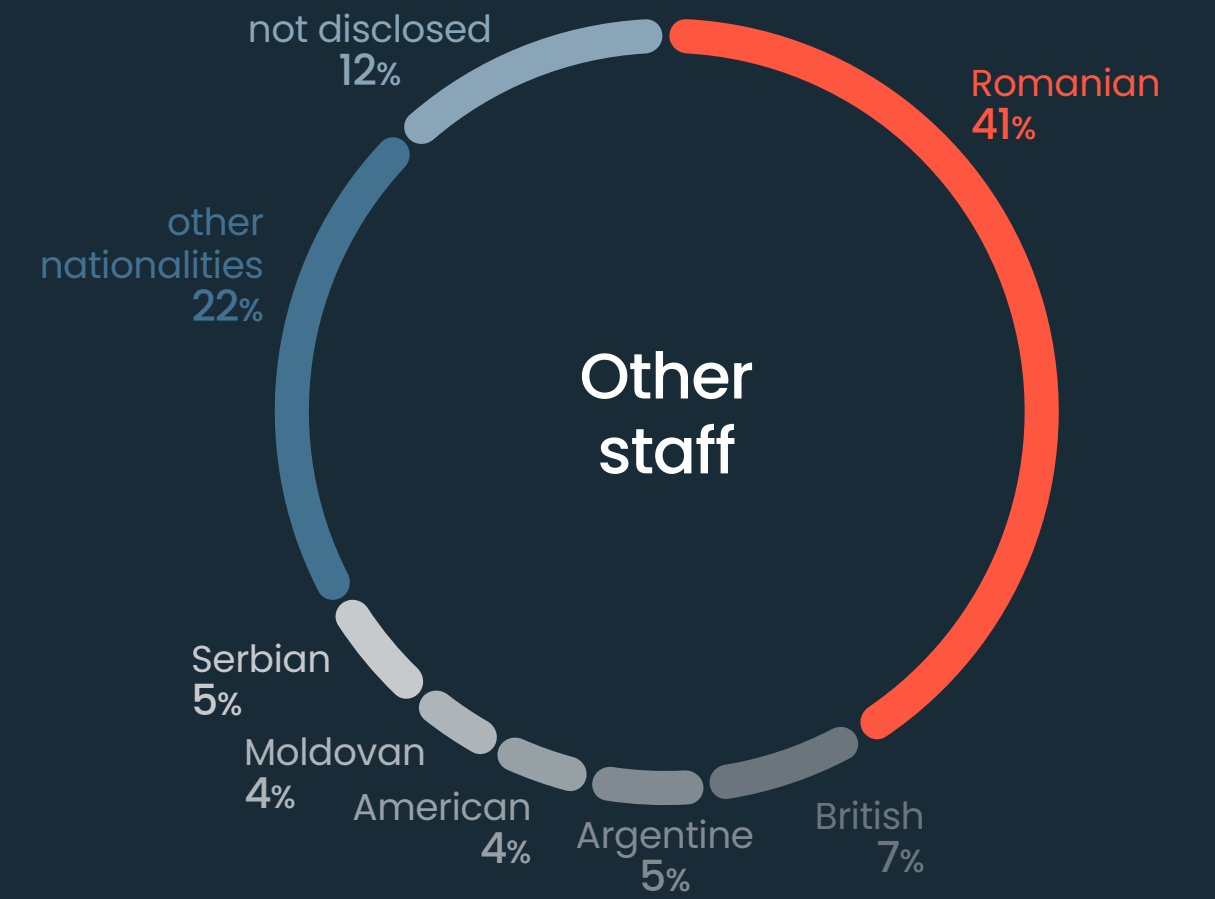
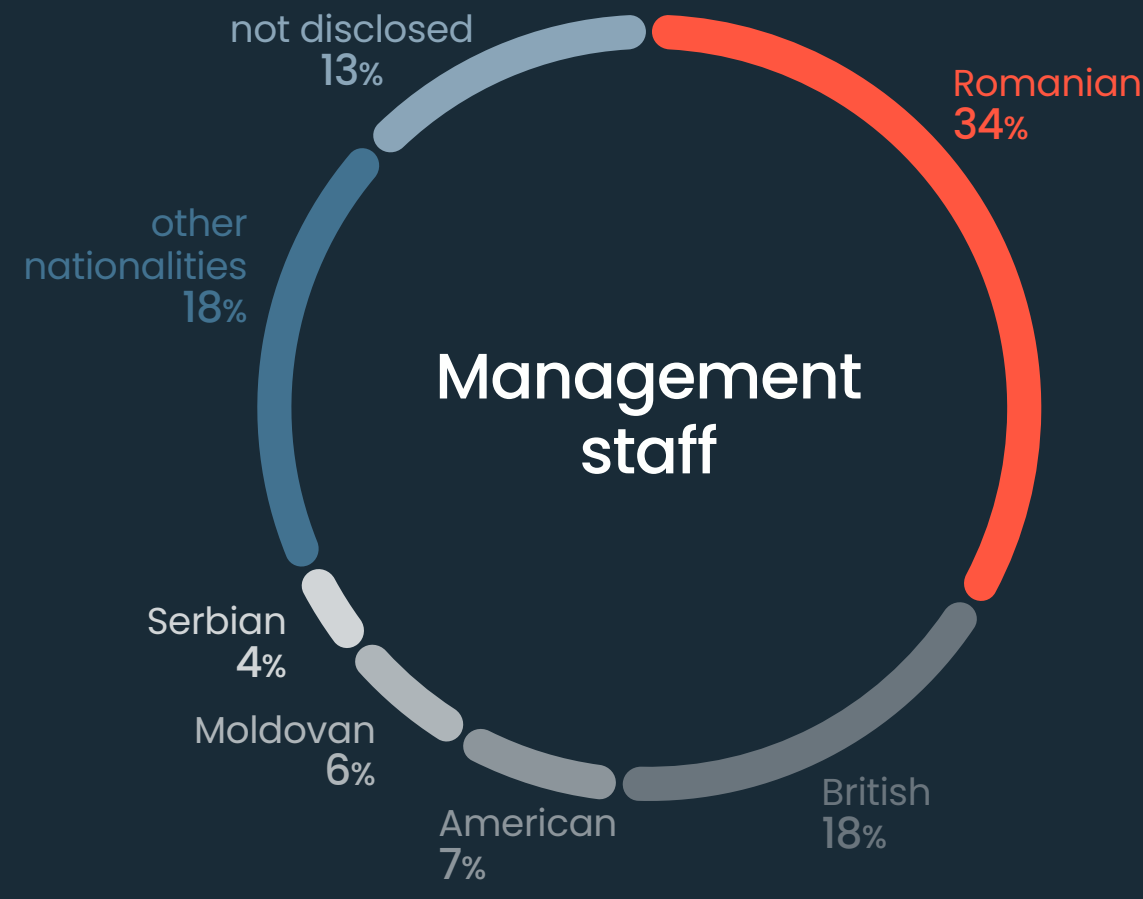
Endavans in the U.S. by ethnicity ²



Endavans by age



Endavans by nationality ¹



¹ Gender and nationality data for M&A staff (GalaxE Group, Inc., EQ TekSP z.o.o., TLM Partners, Inc.) not included
² Ethnicity and nationality disclosures are voluntary

Inclusive culture**Cultural awareness programme**

Every day, we connect with colleagues and clients from various cultural backgrounds. We encourage Endavans to become more culturally aware. In May 2024, we launched a Cultural Awareness toolkit to help our people understand cultural differences and to facilitate effective communication within their distributed teams.

This toolkit includes a Multicultural Endavan's Guide, providing firsthand experiences and nuanced advice from individuals across Endava. The eLearning modules and Cultural Comparison tools allow for better cultural awareness.

We also have a directory of **55 Cultural Allies** across our locations who are available for quick one-on-one chats or virtual coffee sessions to address specific questions. The Cultural Allies can leverage their personal experiences to guide and support colleagues who may need to become more acquainted with specific cultures. They help bridge cultural gaps, avoid misunderstandings and adapt effectively to diverse cultural settings.

**Workplace diversity****RISE mentoring**

We continue to develop our internal mentoring programme designed to provide support and opportunity to senior women with high potential, helping them prepare for leadership roles.

We partnered with Mentorcliq to create the Endava Mentoring Platform. This platform allows us to better match mentees and mentors at scale. Mentees and mentors can also log their mentoring hours and track their goals and milestones.

In FY2024, we extended the programme to women at mid-level seniority. In total, 66 women participated in cohort 4 and were paired with 52 mentors from our extended leadership team to learn, develop their leadership skills and build their network. Over **500 mentoring hours** were logged, highlighting the rich conversations and collaboration brought on by this initiative.

Spotlight**Empowered Women's Development programme**

We designed a custom-made programme for our sales and marketing team to support women's development, readiness and visibility for progression to senior leadership roles. Sixteen women in sales and marketing completed all six modules of this programme, enhancing their leadership skills and preparing for more senior positions.

Workplace diversity**RISE together**

In FY2024 we also introduced RISE Together, a global quarterly development and mentoring circles programme open to all Endavans. This programme offers expert talks on women's empowerment and personal and leadership growth. Mentoring circles are peer-based mentoring, where Endavans work with a small group of colleagues worldwide to connect, share experiences and learn from diverse perspectives and cultures.

300+ Endavans signed up for this new programme and we successfully ran two sessions in April and June: 'Elevating Presence, Impact and Influence' and 'Personal Brand: What are you known for?'

Spotlight**International Women's Day global campaign**

To mark International Women's Day, in March 2024, we ran a global campaign under one concept umbrella: 'Connect. Inspire. Rise.'

Over 1,000 Endavans attended more than 30 local and regional sessions on leadership, career development, mental, physical and financial wellbeing. Our people also had access to an internal hub with curated content connected to International Women's Day, including books, blogs and videos.

Wellbeing

This year marks the fourth year of Endava Wellbeing, a holistic programme with a simple goal: to support Endavans and their families to be physically, emotionally and mentally well.

In September 2023, we introduced a new series of interactive workshops and monthly masterclasses focusing on 25 key wellness topics. We also launched Wellbeing Bites, quick 5-minute bite-sized resources, and Wellbeing Retreats, immersive and experiential wellness sessions designed to help Endavans unwind during busy days.

To further support mental health, our **20 Endava Wellbeing Champions**, located worldwide, are on hand to guide colleagues through the mental health support options and resources available at Endava.

3,200+ Endavans attended Wellbeing sessions in the new wellbeing curriculum in FY2024

5,500+ members accessed our Wellbeing apps (Calm, Sworkit, Strava, Chess.com) at the end of June 2024

Spotlight:

Mental wellbeing for leaders

In FY2024, we introduced a new stream in our Wellbeing programme to empower line managers to discuss mental health issues with their team and help managers guide them to support available at Endava. The sessions were offered in EMEA, the Americas and APAC, with 150 line managers participating. The feedback was very positive, with a 100% Net Promoter Score.

Spotlight:

Wellbeing retreats

Our Wellbeing Retreats are one-hour virtual events designed to help participants unwind, balance their mind and body and recharge their energy. Led by experienced practitioners, these sessions provide valuable tools and practices for managing mental health and incorporating restorative techniques into daily life.

“Calm has my back when I struggle to fall asleep. It offers fantastic music and soundscape collections for waking up, concentrating and winding down. Calm has all the resources for physical and mental wellbeing, shorter or longer sessions to suit different days and occasions. Calm is also a helper for my kid with gentle music.”

Endavan about the Calm app*

“You can’t imagine how much I appreciate the workshops. The very first month I joined Endava, about 1.5 years ago, I attended a workshop on ‘The power of forgiveness,’ and I have to tell you that this workshop changed my life.”

Endavan on Wellbeing workshops*

“The Wellbeing Programme has positively impacted me in finding work/life balance, eating healthier, exercising and correcting my posture.”

“This is an excellent programme, with very helpful tips and tricks.”

“I think this programme is one of the key differentiators of Endava. Great job!”

Endavans about the Endava Wellbeing programme*

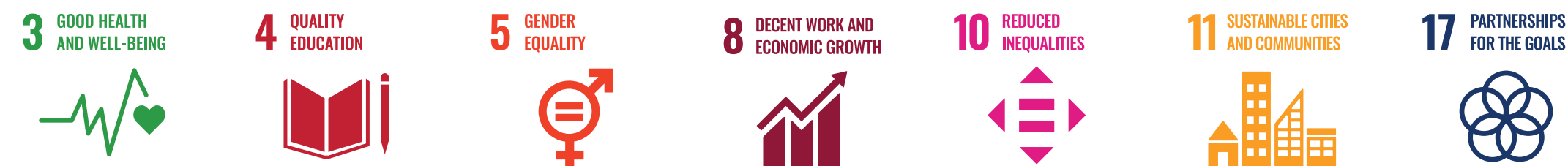
*We collect feedback anonymously



Social impact /

We aim to make a positive difference in the communities where we live and work through strong strategic partnerships with NGOs. By concentrating on education, health, environmental and humanitarian aid, we focus on areas where we can have the greatest impact.

Contributing to the Sustainable Development Goals



Social impact overview

“We continue to provide meaningful support in our communities and focus on educational projects in partnership with NGOs. At the same time, we are very proud of our Endavans who find ways to give back through local initiatives.”

David Churchill
Chief People Officer



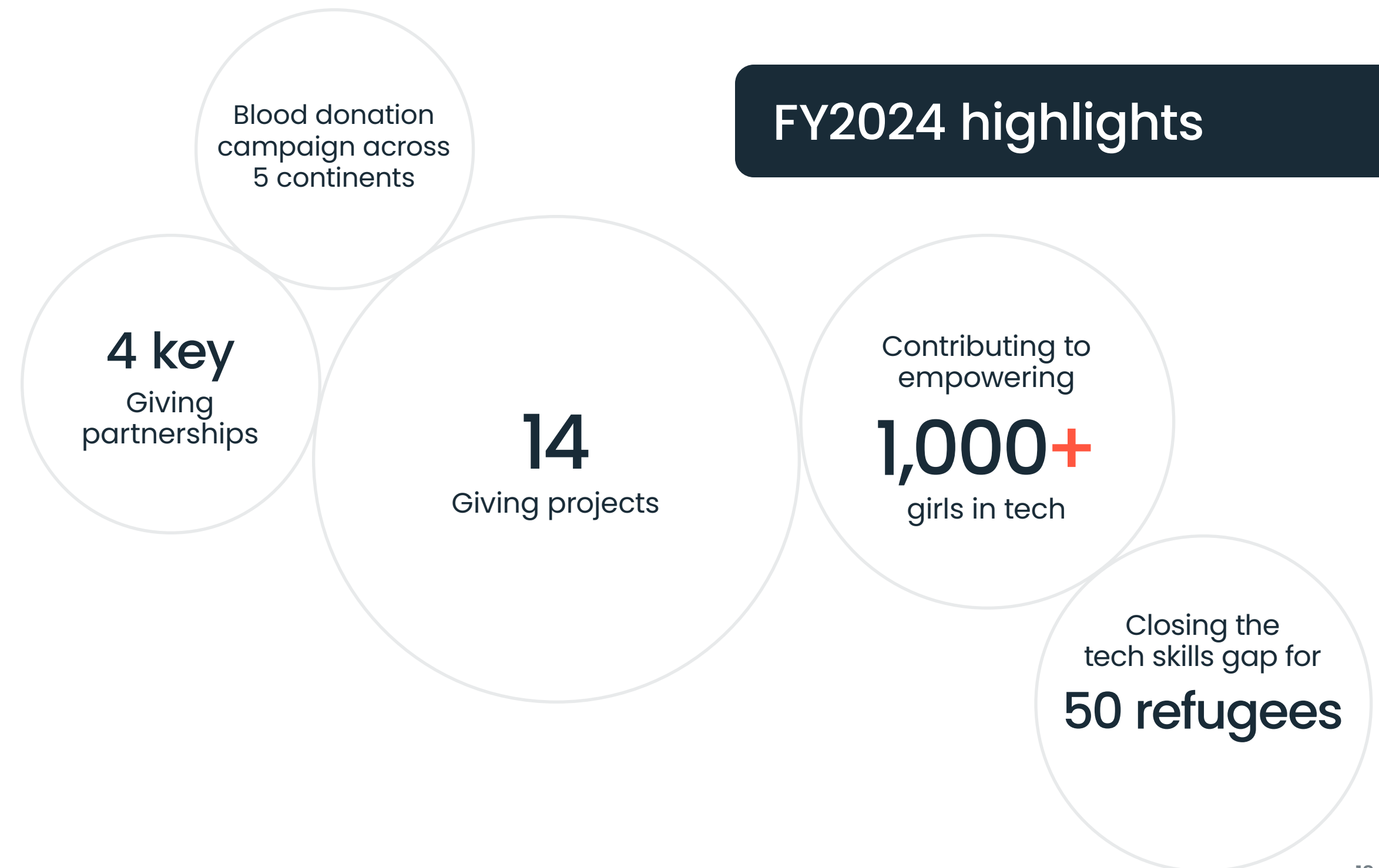
Caring for the world around us is deeply engrained in our DNA. Our Giving approach maps out how we make a difference in our communities by supporting impactful projects.

Driven by our mission and values, we focus on making a positive impact in the areas where it can be most significant: Education, Health, Environment and Humanitarian Aid.

Building on long-term, sustainable partnerships, we can have a more mindful approach rooted in understanding the challenges faced by our communities and providing meaningful support.

Endavans worldwide are actively involved in volunteering and fundraising, keeping with our culture of kindness.

FY2024 highlights





“Our Giving approach underlines how we bring our values to life by caring for the communities we belong to. We are keen to understand the needs and challenges of these communities and partner with trusted NGOs to make a meaningful difference. Our Giving efforts combine charity sponsorships with the time Endavans spend sharing their expertise.”

Carmen Butnariu
People and Social Impact Consultant

Education: Endava Tech Campus

We support diverse educational projects to nurture the next generation of engineers and scientists. Through trusted partnerships with NGOs, we assist various programmes covering science, technology, engineering and mathematics.

Tech Academy Technovation Girls | Adfaber

Technical inclusion is a priority of our Giving programme. We consider it essential to foster innovation and bring diverse perspectives to the development of future solutions. In FY2024 we were a national co-sponsor of Adfaber, an NGO in Romania, helping support Technovation Girls, an international programme empowering young women (ages 8-18) to develop technical skills to solve real-life problems in their communities. The programme aims to help them develop a passion for technology through learning and mentoring.

This year, the programme attracted 1,066 participants in Romania, half of whom lived in rural communities. The teams used coding to create mobile applications to address real-world challenges such as peace, environment, health, equality, poverty and education.

The top 9 teams (36 participants) competed internationally in the European Regional Semifinals.



- 76% of Technovation graduates pursue STEM studies.
- 60% of graduates directly attribute their career choices and self-confidence to Technovation.
- 86% of alumni reported increased confidence in programming and entrepreneurial skills.

Empowering girls in technology helps bridge the gender gap and enriches the technological landscape. Over 20 Endavans volunteered as mentors for this programme. We are keen to expand our support in the coming years to foster the next generation of female technology leaders.

“Endava’s support in the Technovation Girls programme has been invaluable. By providing mentorship, resources and unwavering encouragement, Endava is directly contributing to empowering young girls and helping them become future IT leaders. This partnership is essential in equipping these girls with the skills and confidence to tackle real-world challenges using technology. We deeply appreciate Endava’s commitment and collaboration in this transformative initiative.”

Alin Chiriac
CEO & Founder Adfaber

Tech Academy

Closing the technology skills gap – Social Mobility | Niya

Niya is an NGO focused on training refugees and matching them with work opportunities around the world. Its mission aligns with our objectives, which include providing more technological opportunities to more people, and our partnership continues to expand. This year, we supported our fifth cohort, providing AI technology scholarships.

- 50 participants
- 29 nationalities,
- 50/50 gender split

These participants learned the fundamentals of AI by exploring data science, machine learning, natural language processing, computer vision generative AI, prompt engineering and AI ethics. To graduate, the participants developed capstone projects incorporating the skills they learned. They also worked on their soft skills by receiving training in communication, interviewing and resume writing.

We are committed to building a more inclusive future where everyone has the chance to succeed and contribute to a sustainable, diverse workforce.



"We are immensely proud of our partnership with Endava. Since the beginning of our collaboration, through Niya's community and platform, we have up-skilled over 150 participants from underrepresented communities, reaching individuals from 35 nationalities. By focusing on in-demand tech and data courses, Endava is helping close the skills gap and drive social mobility. Together, we develop a pool of talented and skilled future technologists by offering tech training and creating meaningful development opportunities. We are incredibly excited about expanding this partnership in the years to come."

Cameron Brown
Cofounder Niya

Tech University

Fellowships | ANIS

Our long-term partnership with the Romanian Association for the Software and Services Industry (ANIS) focuses on supporting university technology instructors enhance their skills and obtain certifications in emerging technologies. By nurturing a relationship between the technology industry and academia, ANIS aims to further the integration of new technologies in university curricula.

Instructors develop projects using in-demand technologies, including AI, machine learning (ML), Healthtech, virtual reality (VR), big data and the Internet of Things (IoT). The best projects are each awarded 5,000 Euro to support their implementation.

STEM Playground

GoConstruct K'nex Challenge | StempointEast

The K'nex Challenge project aims to introduce children to STEM (Science, Technology, Engineering and Math) in the United Kingdom, unlocking opportunities from an early age.

The project offers a classroom activity set as a challenge for primary school children (aged 9-11). This year, there were 150 challenges, with over 5,000 students participating in schools across the United Kingdom.

The project provided an enjoyable challenge for children, helping them develop technical skills while also building life skills, including communication, teamwork and project management, under the guidance of STEM ambassadors.

Health

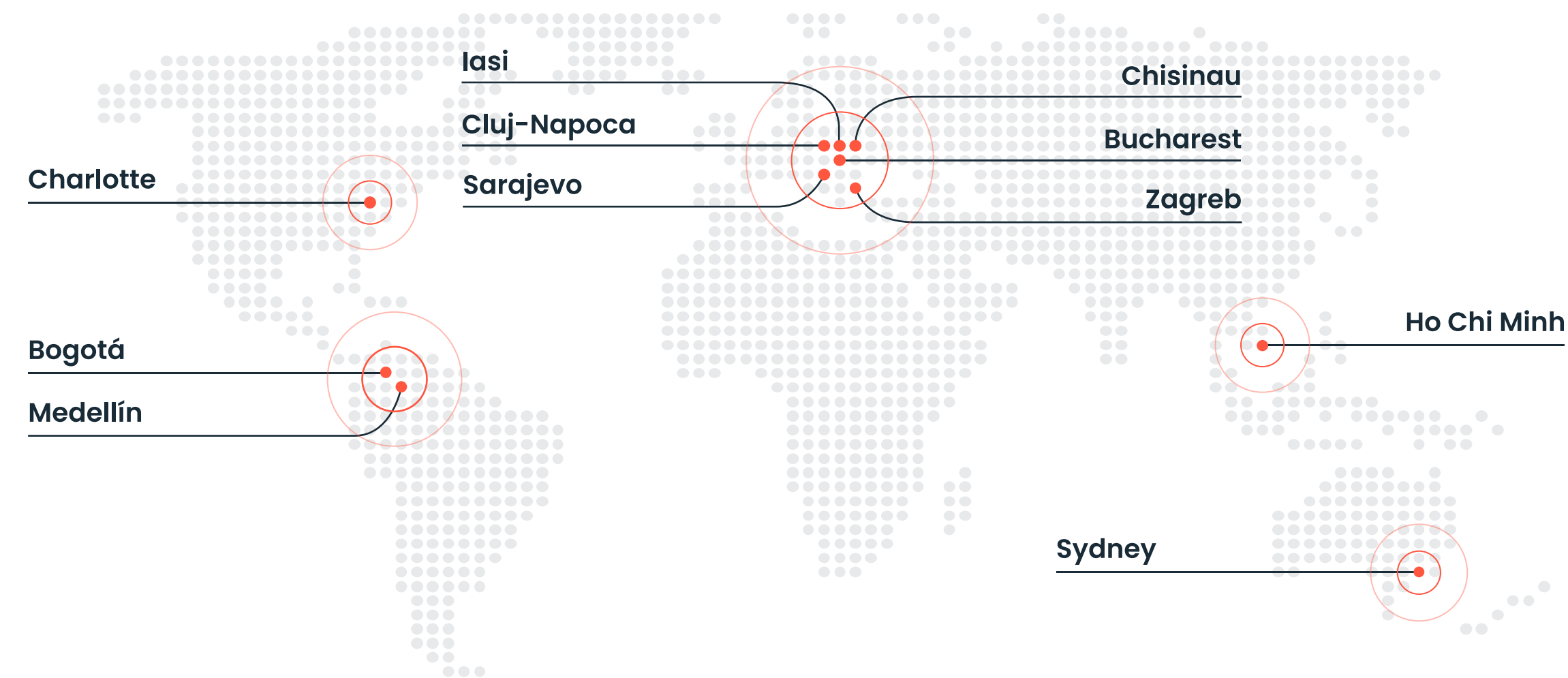
Global blood donation campaign

We marked World Blood Donor Day this year by expanding our donation efforts globally.

Our annual Be a Lifeline campaign makes it effortless for Endavans to donate blood. We have mobile donation units at our office locations and provide transportation to local blood banks.

Building on our existing blood donation drives in Romania and Moldova, we set up a global donation campaign in cities across other European locations, as well as North America, South America, Asia and Australia. Through these donations, Endavans are helping make a life-saving difference by providing critical support to those in need.

Be a Lifeline



Meaningful Miles | Médecins Sans Frontières

Our Internal Technology team went the extra mile again for a good cause. As part of our annual Meaningful Miles campaign, 11 teams worldwide participated in a virtual race to raise money for Médecins Sans Frontières.

Médecins Sans Frontières' mission is to provide medical assistance to people affected by conflict, epidemics and natural disasters.

Our goal was to travel 5,112 miles, the distance between our offices in Cluj-Napoca (Romania) and Charlotte (USA). We exceeded this goal by traveling a total of 9,807 miles.

“Meaningful Miles realised three objectives. We raised money for MSF, which does such important work in dangerous circumstances; we got fit, and, lastly, we came together as a team to travel nearly 10,000 miles to celebrate what we can achieve with our steps, not fossil fuels. This is the fourth year of fundraising and we’re proud to have this tradition well established.”

Alasdair Redmond
Global SVP, Internal Tech

Spotlight: Endavans giving back

Thoughtful Charity Brunch

This year, in partnership with the NGO, Wings Towards Life (Aripi spre Viata), our colleagues from Bucharest held a Thoughtful Charity Brunch to support fundraising efforts for the Pediatric Nephrology department of "M.S. Curie" Emergency Clinical Hospital for Children, helping battle kidney diseases.

Christmas Fairs

Endavans from our Suceava and Iasi offices in Romania organised a Christmas Fair, selling handcrafted items and home-cooked delicacies. Proceeds, matched by Endava, went towards The Voice of Life NGO, which supports over 1,000 children from underprivileged backgrounds and helps them access educational and medical services.

Environment

Thank You Forest Goes to School

Endava Thank You Forest, our tree planting project, is rooted in our belief that each of us can positively impact the environment.

This project is part of our internal recognition programme, where we plant a tree for each e-Thank You message Endavans send to each other.

Since the project's inception in November 2021, by partnering with NGOs in our locations we have planted over 100,000 trees. In FY2024, we launched Thank You Forest Goes to School, enabling us to sow seeds for a greener future.

Thank You Forest Goes to School builds on our partnership with the NGO, Planting Good Deeds (Plantam Fapte Bune), which engages young students and Endava volunteers in tree-planting projects to raise awareness on environmental issues.



Operating responsibly /

Our commitment to act ethically and with the highest levels of integrity enables us to retain the trust and confidence of our people, customers and investors in order to build a strong and sustainable business for the future.

Contributing to the Sustainable Development Goals



Operating responsibly overview

“We believe strong governance is fundamental to properly serve the long-term interests of Endava and its stakeholders – including our people, customers, shareholders and the communities where we live and work.”

Rohit Bhoothalingam
Group General Counsel



Endava’s Board of Directors shares collective responsibility for the company’s long-term success, and we encourage all Endavans to operate responsibly in order to maintain the trust of our stakeholders.

Our governance policies support our Open and Trusted company values and commitment to conducting business with the utmost integrity, observing the highest ethical standards and following all applicable laws and regulations in our jurisdictions.

Fostering strong ethics, driving sustainable procurement, upholding human rights, focusing on customer experience and rewarding the shared efforts of our people are essential for building long-term partnerships with our clients globally.

FY2024 highlights

‘Best International Share Plan’
at the ProShare Awards

90% of our clients
are likely to recommend us
(Apr 2024 CSAT results)

99% of our active Endavans
completed the Endava Code of Conduct e-learning

£55m
total global tax contribution

Integrity and ethics

Our Code of Business Conduct and Ethics

We expect all Endavans to behave ethically, honestly and fairly. We have a people-centric culture based on our core value of trust.

Our [Code of Business Conduct and Ethics](#) ('Code of Conduct') is rooted in our values and provides a framework for conducting ourselves at work.

Our Anti-Bribery Policy highlights our commitment to zero tolerance on such issues by Endava staff or intermediaries. We have internal controls designed to ensure accuracy and compliance with our policies.

Our Conflicts of Interest Policy provides required standards that guide actual or potential conflicts of interest. We encourage our people to disclose risks of any actual or potential conflict of interest and to use our Speak Up Safely channels if they have concerns.

In FY2024, we experienced no monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations.

Each year, Endavans participate in a Code of Conduct e-learning module. In FY2024, our e-learning module included topics such as diversity, inclusion and belonging; anti-bribery; insider trading; privacy and data protection; and our 'Speak Up Safely' policy.

In FY2024, 99% of active Endavans completed the training and attested to our policies.

In addition to the Code of Conduct, we provide an Employee Handbook, and our policies are also available to access on our intranet. Additionally, we communicate our policies through Integrity sessions delivered throughout our global organisation.

Speak Up Safely

Endava's Speak Up Safely Policy enables our people to report concerns safely and in confidence. They can:

- Speak with their line manager or directly with our Chief Integrity Officer;
- Send an email to our Integrity team; or
- Use our AI-powered platform, Speeki, for an anonymous conversation.

We have 33 Speak Up Safely representatives across our organisation trained to assist Endavans with any concerns they may have.

In FY2024 we added an additional module to the Speeki platform, "Speeki Declare and Disclose", which enables Endavans to declare gifts and hospitality and disclose conflicts of interest.

The Speeki platform is readily available through a dedicated web portal, using Android and iOS mobile apps or directly through Microsoft Teams.



Human rights and labour relations

We are committed to fair, ethical and responsible business practices as we engage with customers, vendors, our people and communities around the world.

Our **Human Rights and Labour Standards policy** supports our Thoughtful company value. Our policies, procedures and practices align with international standards, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. As signatories to the United Nations Global Compact, we committed to implementing the Ten Principles contributing to the United Nations Sustainable Development Goals ("SDGs").

We have zero tolerance for discrimination, employing underage individuals, human trafficking, slavery, forced labour and any form of physical punishment or abuse. Endava recognises equal pay and privacy for all.

Diversity, Inclusion and Belonging

Our Diversity, Inclusion & Belonging Policy aims to ensure that we identify and eliminate unfair biases, stereotypes and barriers that limit people's full participation at work and their access to the opportunity to succeed. We have zero tolerance for discrimination and harassment, including sexual harassment. Breach of this policy will result in disciplinary action, and may lead to termination of employment.

We strive to increase the use of services and products provided by diverse-owned businesses and to develop a supply chain reflective of our commitment to diversity and inclusion.

We respect the traditions, cultures and laws of the countries where we operate. We consider economic and other concerns of the wider community—including national and local interests and those of Indigenous communities—and act to mitigate them to the best of our abilities.

Fair labour practices

We provide our people with fair wages and benefits to promote a respectable standard of living and encourage work-life balance.

We pay competitively in the countries where we operate, attracting sought-after talent. Our pay range is competitive and often well above national minimum wage levels (including the Living Wage level in the UK). We benchmark our compensation analysis to market and industry standards to offer appropriate living wages where no wage laws exist.

We uphold our people's rights to join associations and unions, providing it does not contravene local law. We also uphold their right to collective bargaining where applicable. As of FY2024, 37% of our people globally were covered by a collective bargaining agreement.

We aspire to provide merit-based career opportunities. Endava has developed an appraisal and promotion process to ensure fairness for all employees, regardless of identity and position within the company. Our Career Development System (CDS) is a platform designed to track, manage and obtain feedback to evaluate performance. CDS also enables our people to chart their career paths by providing visibility into our grading process.

As of FY2024, 1.5% of our people were foreign nationals requiring an employment visa.

We have a Global Mobility team working closely with other departments, including tax, HR and legal, to oversee and manage the end-to-end transfer life cycle for our expatriate population.

For security and compliance purposes, Endava's onboarding process includes mandatory background checks for all new employees.

Anti-slavery and human trafficking

We have a zero-tolerance policy for slavery and human trafficking. We are committed to ensuring there is no human trafficking or modern slavery, including forced labour, child labour, sexual exploitation or abuse, in our business or supply chain. We publish annually our [Modern Slavery Statement](#) per the 2015 UK Modern Slavery Act

Health and safety

Endava commits to providing the highest health and safety standards for all our employees, customers and people who may be affected by the company. Our Group Health and Safety Statement outlines our approach and actions to ensure compliance with all applicable regulations and measures to keep our workforce safe.

Tax transparency

Total tax contribution

We meet our tax obligations and fully contribute all taxes due in the territories where we operate.

While corporate tax levied on profits generates attention, the total amount of taxes paid is far greater than just corporate tax, and we voluntarily disclose the material components of our total tax contribution.

In FY2024, Endava's taxes borne were £55m¹ (FY2023 £64m) represented by £14m corporate income taxes (FY2023 £23m) and £41m in employment taxes² (FY2023 £42m).

Additionally, Endava collected £210m¹ (FY2023 £230m) of taxes in the form of payroll withholding of income and social security taxes² from employees worldwide and value-added taxes on services provided. These taxes are an important part of Endava's contribution to the territories in which we operate.

1. These numbers exclude the impact of the GalaxE acquisition.

2. Social Security amounts include all mandatory contributions in each territory for pension, unemployment and healthcare.



Our tax strategy

Governance, assurance and tax risk management

Endava's Board of Directors oversees material tax matters. The Board delegates its responsibilities to ensure an effective organisation and control environment. The Group Chief Financial Officer is responsible for tax control, and the Head of Tax & Treasury sets the tax strategy. Policies and procedures are in place to support tax risk management, along with documented systems, processes and controls.

The Audit Committee and the Board approve the tax strategy annually.

Attitude to tax planning

Where it is appropriate, Endava will structure tax payment efficiently, however:

- Tax planning is considered in the context of the commercial needs of Endava and within the letter and spirit of all applicable laws;
- Endava undertakes material transactions between group companies on an 'arm's length' basis per OECD transfer pricing principles; and
- Endava only operates in tax havens or low-tax territories with a genuine commercial purpose. Endava will not transfer value to such territories to reduce its tax liabilities.

Relationship with tax authorities

Endava maintains professional and open relationships with all tax authorities, acting cooperatively to have this relationship reciprocated.

Compliance with laws, rules and regulations

In line with our values, Endava is committed to complying with all tax laws and regulations in its operating countries.

Tax communication

The tax function acts as a business partner to provide clear advice and guidance to the Group's business operations for all significant transactions.

Preventing the facilitation of tax evasion

Endava is committed to maintaining the highest standard of business conduct and ethics. Endava could be criminally liable if its staff or other business associates facilitate tax evasion. We ensure our people are aware of their obligations by including relevant information in our annual Code of Conduct e-learning module.

Rewarding shared efforts: Share Success Plan



“Enrolling all Endavans in our Share Success Plan reflects our dedication to prioritising our people and ensuring they benefit from the long-term success of the company.”

Leane Collins
People Director

To allow Endavans to participate in the company's future success, we relaunched our Share Success Plan in FY2024.

All Endavans employed as of November 1, 2023, including employees from recent acquisitions, were automatically enrolled into the Share Success Plan and were allocated share options based on their employment grade. The cost of exercising the options is discounted and fixed at the plan's start.

The most recent launch of the Share Success Plan rolled out in FY2024 will mature in December 2026, subject to continued employment.

Endavans can decide to exercise their options any time after maturity and before expiry (other than U.S. participants, whose options are subject to automatic exercise due to U.S. tax rules).

The cost of exercising the options can be covered by selling shares to allow Endavans to acquire shares without using their funds.

In FY2024, over 12,000 Endavans were enrolled in the plan with the opportunity to share in the success of Endava.

In December 2023, the Share Success Plan received the award for 'Best International Share Plan' at the ProShare Awards, recognising Endava's efforts in fostering employee share ownership.



Corporate governance

Endava's Board shares collective responsibility for the company's long-term success. The Board's Nominating and Corporate Governance, Remuneration and Audit Committees meet at least quarterly. In FY2024, members of the Board collectively attended 98.4% of all Board and committee meetings.

Our Code of Conduct, Speak Up Safely Policy, Anti-Bribery & Anti-Corruption Policy, Committee Charters, Board Diversity Policy and other governing policies are publicly available on the Corporate Governance tab of our [investors site](#).

We comply with the director independence requirements of the New York Stock Exchange, six of our eight directors are independent of management and shareholders, with no conflicts of interest.

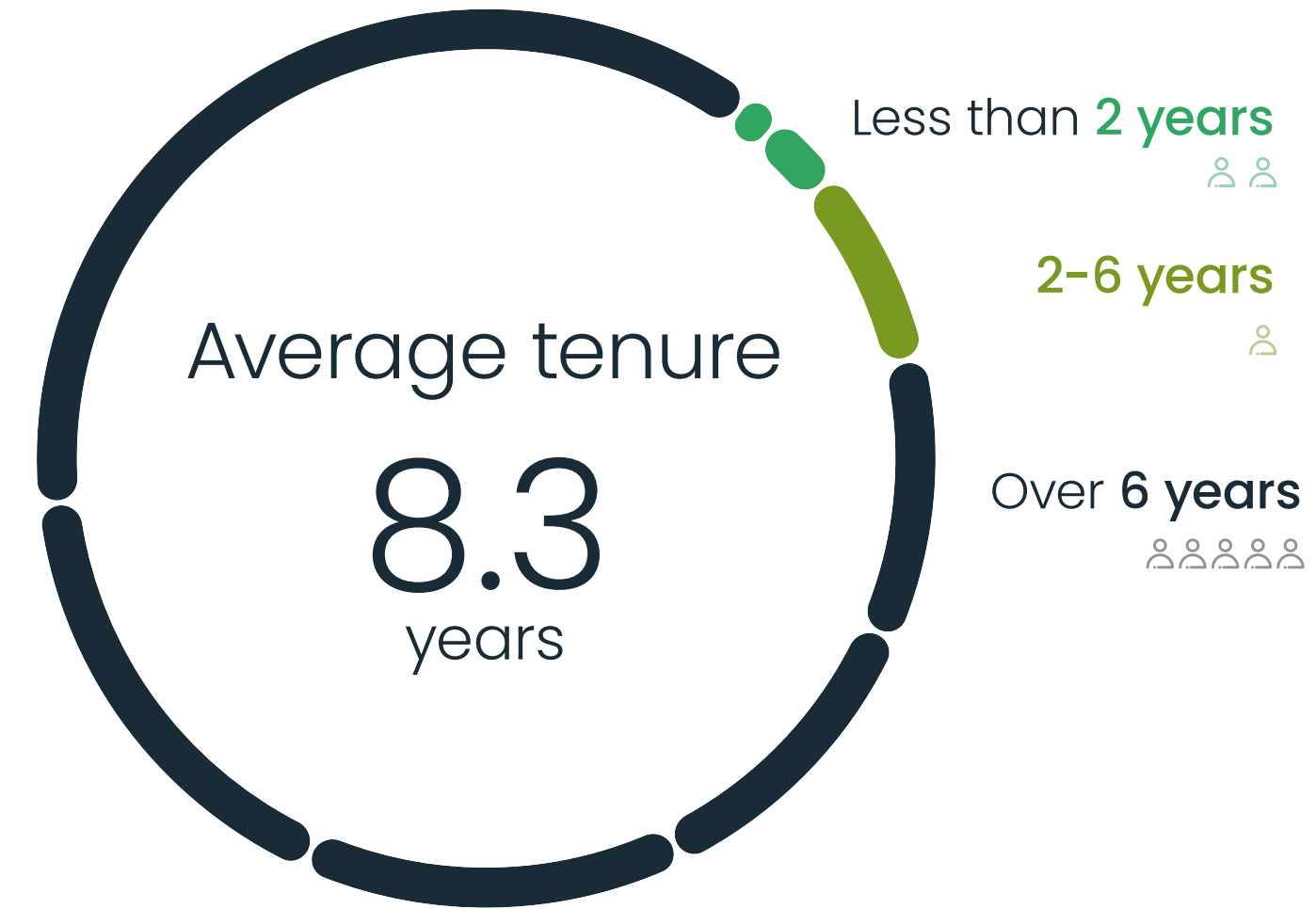
Additionally, as part of the search process for new directors, the Nominating and Corporate Governance Committee actively seeks out candidates with diverse profiles.

Board tenure

Data as of June 30, 2024

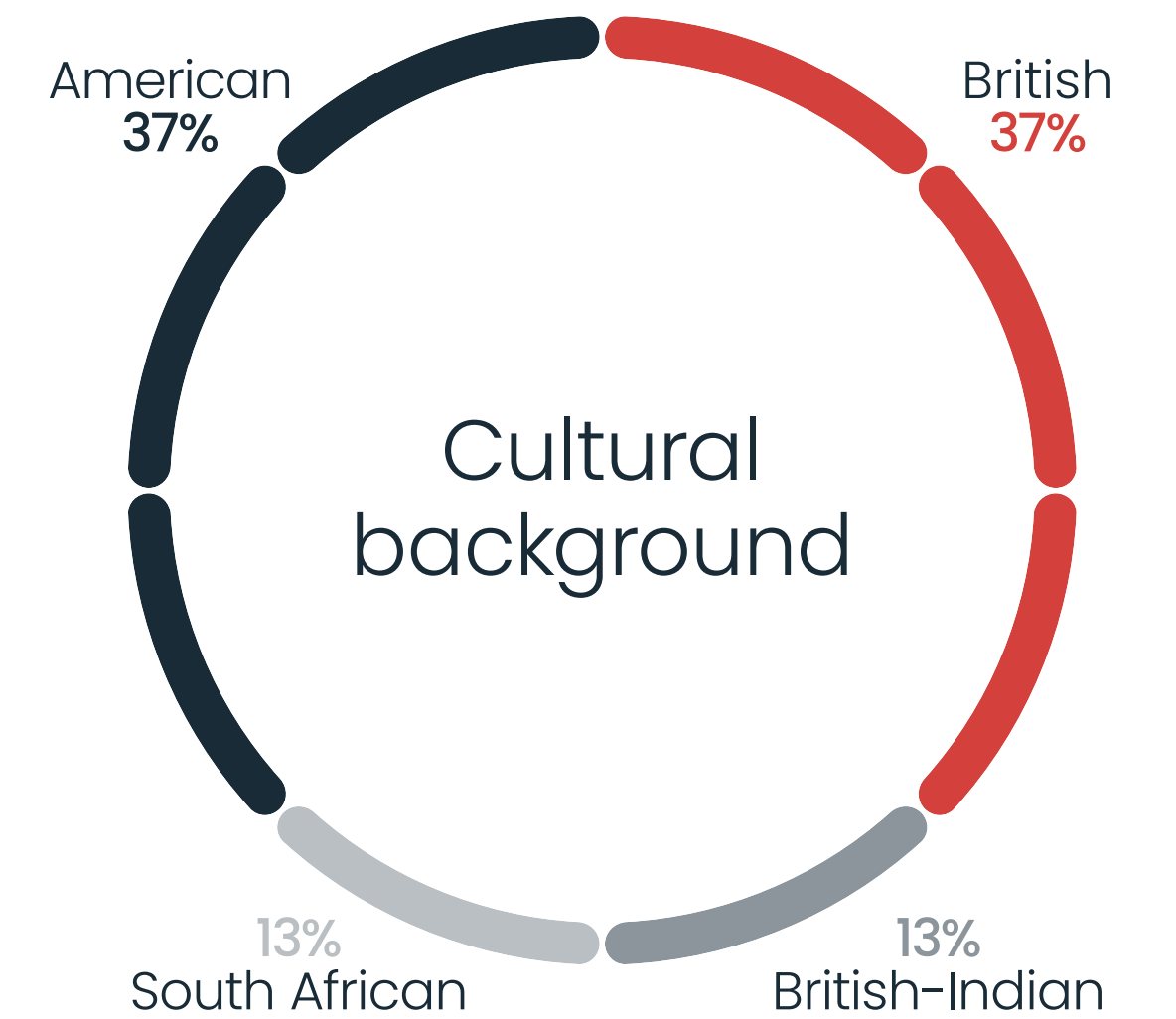
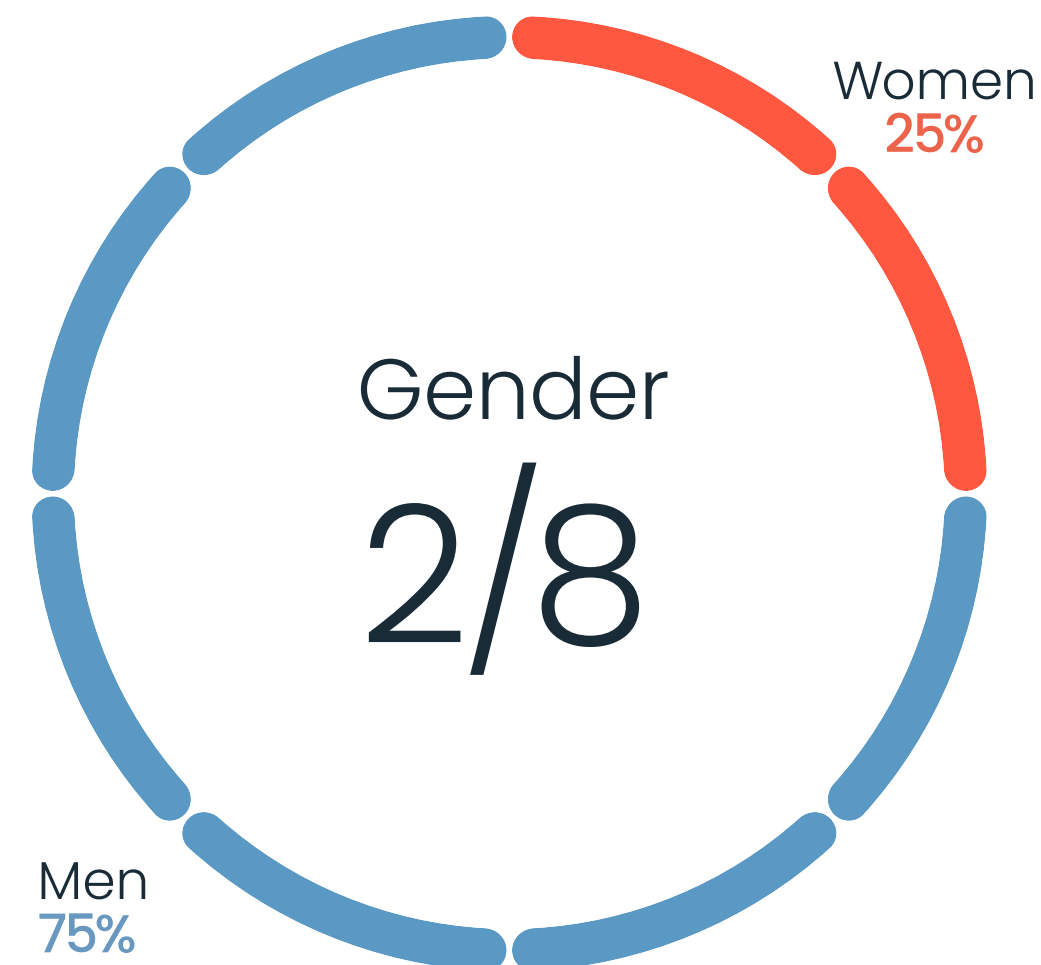
3 new directors/
board members
over the past 5 years

61 average age of
board members
(age range 56-69)



Board diversity

Data as of June 30, 2024



Focus on customer experience

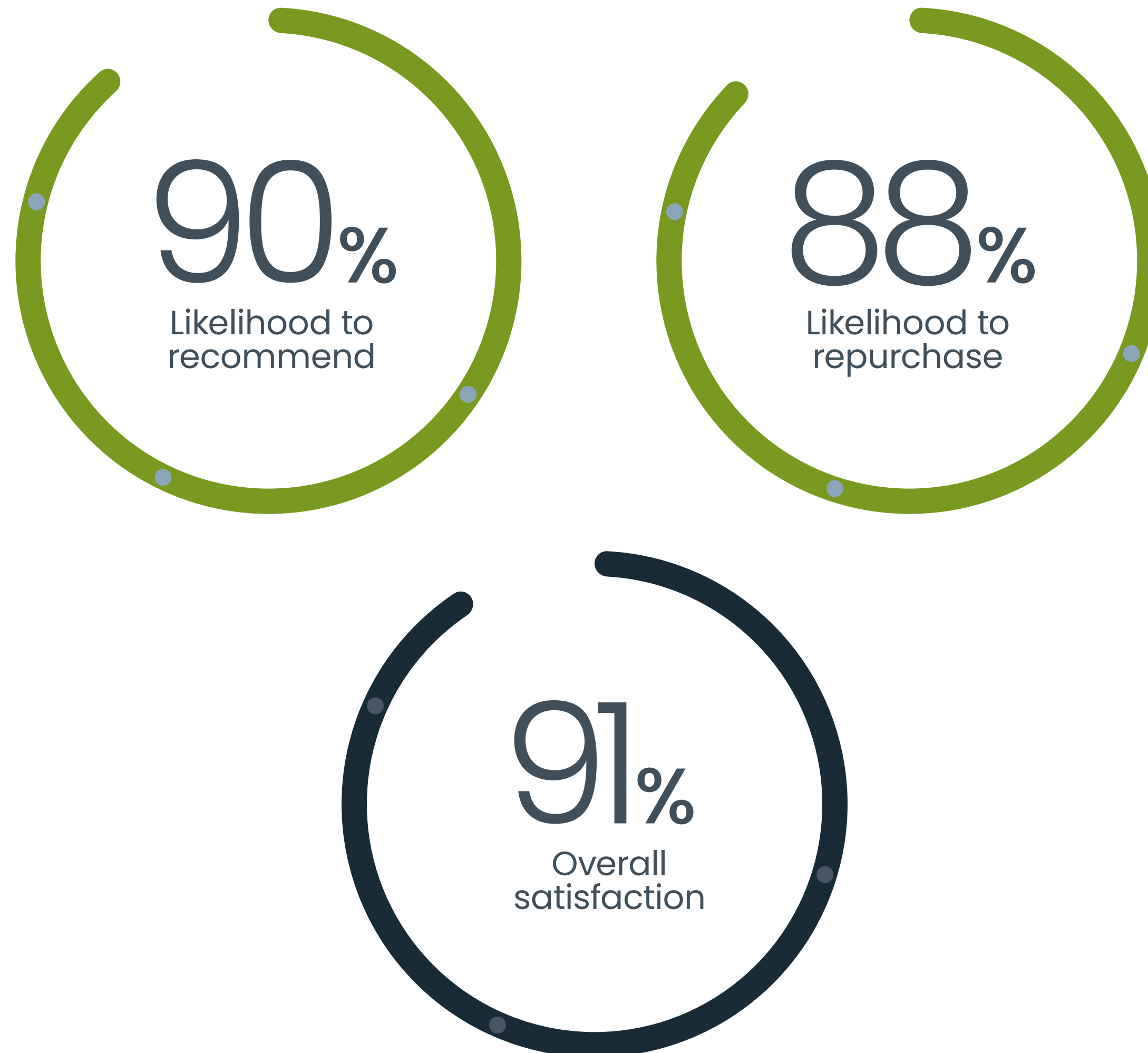
Launched 10 years ago, our Customer Satisfaction Programme (CSAT) is a key element in our commitment to customer experience. Through bi-annual surveys, we gather from our clients systematic feedback, which our dedicated Customer Experience team meticulously analyses to drive continuous improvement. In our latest CSAT survey in April 2024, 91% of clients surveyed indicated they were satisfied with our work. Additionally, 88% would repurchase from Endava and 90% would recommend us.

Our Customer Satisfaction Dashboard, accessible to all Endavans, aggregates the CSAT feedback, ensuring full transparency across the company. CSAT allows us to monitor customer satisfaction broadly. From company-wide metrics to individual projects, helping us identify areas for improvement and how to better support our clients.

By prioritizing client feedback, the CSAT programme measures client satisfaction and helps to foster a culture of excellence and continuous improvement. Our approach underscores our dedication to delivering exceptional service and building strong client partnerships.

CSAT results – April 2024

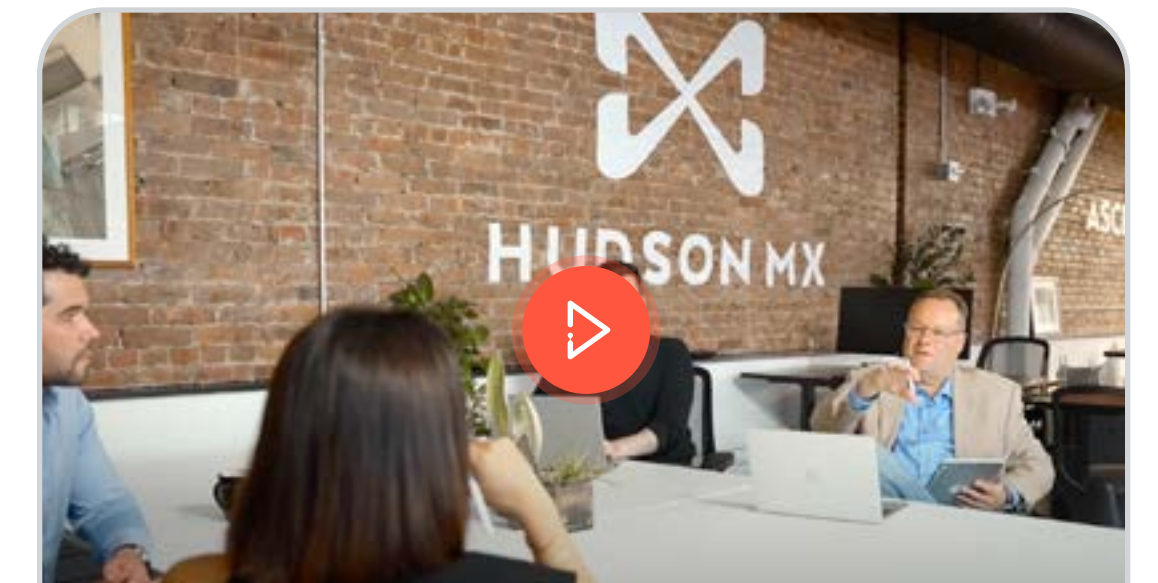
Results based on 697 total responses collected from 165 client companies.



Spotlight

Celebrating customer experience

In October 2023, we participated in the global celebration of Customer Experience (CX) Day. To mark CX Day, we ran a campaign that included an [article](#) by Steve Ruby, our Group Head of Service Delivery, on how organisations can equip and elevate their customer experience and stories of our long-tenured partnerships with [Hudson MX](#) and [Beazley](#).



Learn more about our partnership with Hudson MX

Driving sustainable procurement

At Endava, our supply chain and purchasing strategies focus on enhancing our environmental and societal impact.

The goal of our Procurement Policy, Supplier Code of Conduct, and Supplier Ethics checks is to ensure we adhere to the highest standards of ethical practices. We categorise strategic suppliers with an anticipated annual spend of over £100,000 and a significant operational impact. In FY2024, these suppliers represented approximately 79% of our total expenditures. All new suppliers in this category must comply with Endava's supplier policies and requirements.

In FY2024, we refined our Procurement Policy to enhance our sourcing methods by integrating an extra validation step for certain purchases exceeding £100,000. A central procurement team conducts this additional validation requirement to ensure purchases are transparent, objective and cost-effective.

Additionally, we updated our Supplier Code of Conduct, asking suppliers for environmental commitments by tracking their Scope 1 and 2 emissions and establishing emission reduction targets.

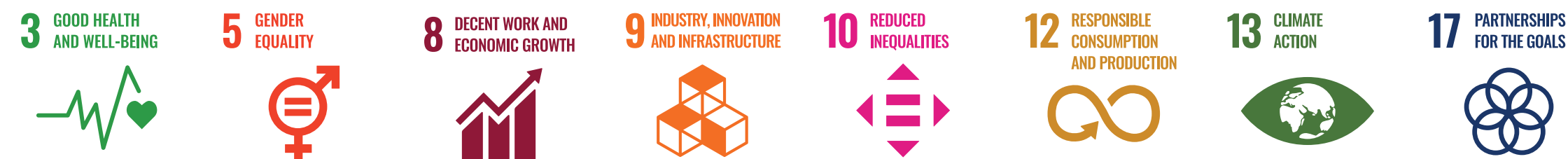
Our strategic suppliers must adhere to our Supplier Code of Conduct or provide vendor-specific documents adhering to our values.



Innovation & data integrity /

We develop smart solutions that are helping transform lives through technology. In doing so, we strive to safeguard customer privacy and security by aligning with industry best practices.

Contributing to the Sustainable Development Goals



Innovation & data integrity overview



“Our architecture, design and engineering capabilities, along with patented technology and a deep understanding of the industries in which we operate, enable us to support our customers' core modernisation efforts and uniquely position us for the next wave of digital transformation driven by AI.”

Julian Bull
Chief Operating Officer

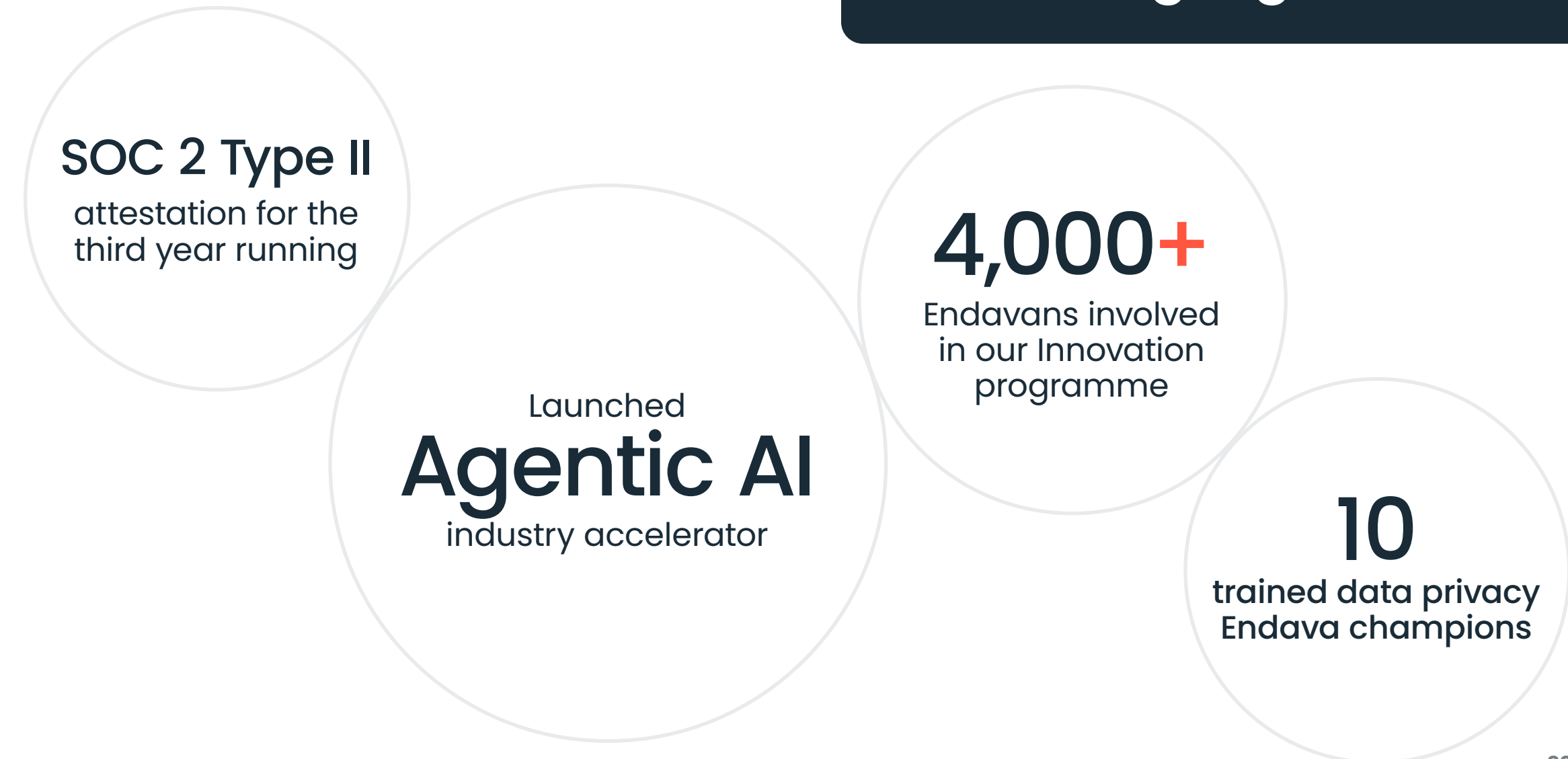
We have been working with our clients to build a truly unique approach to digital transformation by using our deep industry expertise and outstanding ideation-to-production capabilities. By combining our engineering heritage, digital transformation expertise and industry knowledge, we have all the capabilities needed to support our customers in delving deeper into their core systems, enabling them to truly modernise how they operate from the ground up and succeed in the next wave of digital transformation.

Our continued commitment to innovation and excellence in AI is evident in the design of our Agentic AI Industry Accelerator, which promises to redefine industry standards.

We use patented technology to facilitate a low-risk and controlled end-to-end transformation of core systems through data-driven decision-making. Tapping into our technical excellence and industry expertise, we help transform our clients' underlying technology to become more efficient and agile.

Our bespoke data-led approach helps re-engineer core technology and any legacy business processes that technology supports, ensuring that we continue to deliver holistic market-leading enterprise and business transformations. In this process, we are also committed to best practice standards for data privacy and cyber security to ensure the trust of our customers.

FY2024 highlights



Empowering industries with agentic AI



“Multi-agent working represents a significant advancement in AI technology, and we believe there are limitless possibilities for its long-term application. Morpheus brings new ways of solving complex industry challenges, optimising processes and delivering unprecedented value to businesses and their customers.”

Matt Cloke
Chief Technology Officer

AI is an exciting technology which will positively impact our clients and businesses.

In April 2024, we announced the creation of our Agentic AI Industry Accelerator, internally designated as 'Morpheus.' The first of its kind, the accelerator and its AI-powered industry tools combine the power of data and multi-agent working to tackle complex challenges across all industries, including highly regulated fields like healthcare, insurance, financial services and private equity.

Large language models (LLMs) and AI have existed in a 'black box' with little insight into how the systems arrive at the answers they provide. Endava is changing this by operationalising LLMs around data to overcome common barriers caused by hallucinations, ensuring that all activity is transparent, knowable and auditable.

Throughout regulated industries, Endava's agentic accelerator can deliver value in countless ways, such as helping insurers more efficiently underwrite policies, working with analysts on legal or financial research and due diligence or driving the development and testing of new healthcare products.

Morpheus represents the first significant step in applying advanced language model operations to automate complex processes within industries with strict regulatory requirements or data transparency needs. The heart of the design is based on three foundational themes:

- Data at the core with full transparency
- Teams of agents to break down complex workflows
- Dynamic scaling of teams to accelerate processes

Lead AI agents distribute the workload amongst a team of specialist agents, collating their results and orchestrating the next workflow steps while capturing data for traceability and governance at every step. LLM—and cloud—agnostic, Endava's AI accelerator is a flexible way to rapidly transform businesses across any industry.

Creating data products in this way enables a new avenue of thinking about autonomous teams, removing constraints and freeing up entire workforces to perform more meaningful work.

Discover more about our
agentic AI accelerator →



“We are rapidly moving to the point where AI touches almost every project. Our clients are increasingly interested in exploring the potential of generative AI, investigating specific applications for their business and working with us for AI implementation roadmaps.”

Joe Dunleavy
Global Head of Innovation

Healthcare

ER triage agent

During a hackathon organised by Endava and Microsoft, we were challenged to develop a prototype for an Emergency Room (ER) Triage Agent. The goal was to build a chatbot-like application to guide patients through the triage process in the healthcare industry. In this application, patients are asked a series of questions to assess the severity of their medical condition. The patients are then prioritised accordingly.

The chatbot solution utilises Semantic Kernel from Microsoft Azure Open AI large language model and implements an Azure Chat Completion pattern. It uses a system prompt to adapt the large language model's answers to the triage agent's function. Depending on the severity of the medical condition, the agent is tasked to ask a series of questions to obtain more detailed information on the patient's condition. The system is programmed with predefined cases with verified diagnoses and triage severity levels to receive a correct output calibration, and the patients are then ranked in order of severity.

Wealth management

Personalised news recommendations

As part of an AI-native wealth management platform, we built a personalised news recommendation engine tailored to client portfolios. Financial advisors spend an average of 15% of their working day completing client market research. Our solution pulls information relevant to each client's portfolio and provides the adviser with key talking points. This tool helps free up advisers to focus on non-routine work.

News searches are performed using a combination of semantic and fuzzy keyword searches, leveraging OpenAI embeddings, the extended LlamaIndex framework and Elasticsearch's native fuzzy search capability. News summaries, as well as key talking points, are generated using OpenAI GPT-4. We also provide financial advisers with semantic search-based chat capability, allowing them to ask additional questions regarding the news stories. Guardrails and moderation capability protect interactions to help enhance security and compliance.

Real estate

AI augmented search for real estate platform

To enhance the overall customer experience and perform more targeted searches for real estate buyers, we developed a solution empowering potential buyers to conduct interactive searches using natural human language. Potential buyers can describe their ideal property parameters, then OpenAI capabilities seamlessly translate the free-text input and retrieve matching properties. This approach eliminates the need to access traditional individual brokers' websites.



Reaching new heights with AI

In FY2024, we ran a marketing campaign to highlight AI's transformative potential across various industries. The campaign provided insights into AI applications in sectors including pharmaceuticals, finance, gaming, aviation and more.

Our campaign featured expert articles, webinars, e-books and whitepapers exploring how businesses can leverage AI for innovation, efficiency and new revenue opportunities.

Additionally, it included case studies showcasing Endava's successful AI projects.

[Endava's AI Hub →](#)



“To ride the AI wave, we've upskilled our specialists in efficient LLM fine-tuning, RAG solutions, and multi-agent frameworks through our Data Academy programmes and various AI hackathons. These events enhanced learning and tackled industry challenges. Notably, one of Endava's teams won the grand prize at the Global Microsoft Fabric Hackathon. We aim to embed AI in our daily engineering work by following our effective AI learning paths and developing AI accelerators that create a paradigm shift.”

Adriana Calomfirescu
Regional Head of Application Engineering, Europe

Spotlight

Endava Coding Assistant

The Endava Coding Assistant is an AI-driven tool that aims to streamline onboarding and coding processes for developers. It leverages advanced technology, such as GPT-4 and open-source language models, to provide context-aware code generation, semantic search and compliance checks. Hosted on Azure, the platform integrates with popular IDEs like VS Code and IntelliJ, offering a user-friendly interface to enhance code quality and promote standardised workflows. While tools like Copilot and TabNine can improve coding speed for general tasks, they provide little benefits for domain-specific code. To address these limitations, we developed Coding Assistant, incorporating advanced search capabilities over existing codebases and documentation to provide relevant code suggestions. This tool implements the design pattern of retrieval augmented generation (RAG) and allows for the addition of custom commands to address specific domain needs.

Spotlight

TaskMate

TaskMate is an innovative approach to automating web interface navigation for comprehensive testing of web component functionalities. It reduces operational costs by minimising the need for manual testing, shortens the time to market for web applications and decreases the ramp-up time for new users. TaskMate also enhances knowledge sharing by utilising cutting-edge technology for practical applications and allows for developing more reliable and user-friendly web applications.

Spotlight

We are developing AI skills across our delivery locations:

- **AI Caravan** - organised in delivery locations to foster conversations on AI and to expand our collective understanding of this technology.
- **Generative AI Essentials Learning Path** - an internal initiative designed to deepen our understanding and mastery of Generative AI technologies, aimed at our development discipline.
- **AI testing tools** - introduced as a team project between our analysis, data and testing disciplines to resolve the paradigm shift in manual testing.
- **AI micro tools** - developed to bridge the gap between small, often abandoned proof-of-concept projects and complex enterprise systems.



Grand prize at the Microsoft Fabric Global AI Hack

'HackTogether: The Microsoft Fabric Global AI Hack' is a global online hackathon allowing participants to build innovative AI solutions using Microsoft's data platform, Fabric. This year, three Endava teams successfully participated with original solutions aimed at solving real-world challenges.

Endava's team from Skopje, North Macedonia, won the grand prize for its solution, PIInovators. PIInovators is a cloud-native data solution that integrates Open AI for document analysis to detect personally identifiable information (PII) in files and images. Team members were Elena Donev, Slave Tasev and Katerina Stankovska.

In addition to winning the grand prize, two other Endava teams received honourable mentions:

Our team from the Adriatic region developed an approach for anomaly detection in email datasets, using Azure OpenAI. Team members were Armin Okic, Maruska Budic and Aleksandar Miodragovic.

Our team from Iasi, Romania, worked on automating synthetic data creation and reporting. Team members were Miroslav Cojocari and Gabriela Neagu.

Hacking with generative AI to discover its potential for our customers

Using a similar format, we held 48-hour hackathon events in Charlotte (U.S.) and Bucharest (Romania).

We teamed up with Microsoft, one of our strategic partners, to build proofs of concept (POC) and to better understand the Semantic Kernel software development kit and other Azure tools.

The collaborative effort proved instrumental in building solutions for two industry verticals, healthcare and travel. We built two solutions for healthcare and life sciences: one centered around patient care and the other around assisting pharmacists in providing personalised medicine. We also built two solutions for the travel industry to enhance social media customer reviews and to revamp customer service through artificial intelligence (AI).

Read more about the highlights of the gathering in [Charlotte \(U.S.\)](#) and [Bucharest \(Romania\)](#)

"As the teams proved during the hackathon, the challenges the airline and the wider travel industry have traditionally faced can be solved differently, with solutions that provide a wider impact for their businesses. We're already discussing with our clients the positive impact AI can have on their businesses, and we're lining up multiple hackathons, proofs of concepts (PoC), and projects aligned with their business ambitions."

Claudiu Stancu

EMEA Client Partner Lead for Travel

"At the hackathon held in Charlotte, we addressed major healthcare challenges and demonstrated how generative AI can streamline operations and improve patient care. This effort deepened our understanding and reinforced our commitment to transforming healthcare with innovative technologies."

Jessica Rengstorf

Senior Industry Advisor, Healthcare and Life Sciences

“Innovation distinguishes leaders from followers. Ethical innovation ensures we lead responsibly, embedding fairness, transparency, and accountability at every step, mitigating risks and improving outcomes.”

Radu Orghidan
Global SVP Data & AI

The Ethical Use of AI

At Endava, we are committed to the ethical deployment and use of AI technologies, as detailed in our Use of AI Policy. Our policy emphasises the importance of mitigating risks associated with AI, such as bias, discrimination and misinformation. We strive to ensure that all AI applications are developed and used responsibly, with rigorous verification processes and monitoring. Our AI Committee oversees this governance, providing alignment with legal, regulatory and ethical standards. This commitment to ethical AI reflects our broader ESG goals and our dedication to creating positive and sustainable impacts through technology.

Green Software

In the past year, we have developed our capabilities through several proof-of-concept projects and hackathons, covering carbon awareness, emissions calculation and product eco-labelling. One project reduced CO2e emissions from AI/ML model training by 37% compared to the original cloud region and time schedule, using carbon-aware pipelines to run on a cleaner grid and optimal time of day.

We collaborated with the Green Software Foundation (GSF) on two initiatives. The first project was Software Carbon Intensity (SCI) scoring for a cloud-based fraud detection service, details of which are [here](#). With the specification now approved as an ISO standard, it paves the way for us to use it with confidence with clients in their software decarbonisation strategies.

For the second project, an Endava team participated in the GSF’s CarbonHack 2024 and built two plugins: one for the Impact Framework, which supports SCI scoring of AWS-based applications, and the other for use in [Climatiq’s](#) Cloud Compute Calculation APIs.

Additionally, we prototyped a solution for a large retail fashion client to calculate CO2e emissions from their end-user devices and in-home networking, using streamed access logs and IP enrichment services.

Clients are engaging us on commercial Green Software projects to build sustainability into the software development lifecycle.

“As the IT industry meets the rising demand for AI, it is crucial that the next generation of software platforms and services are engineered using sustainable technology. Working with the wider software development community, we can create the emissions models, measurement frameworks and intelligent pipelines needed for build and operate green software.”

James Costerton
Technical Design Authority

Responsible AI framework

Endava’s approach to Responsible AI (RAI) has produced a continuously evolving framework that embeds RAI dimensions at every stage of the machine learning development life cycle, mirroring our TEAM (The Endava Adaptive Model) methodology. In collaboration with Babes-Bolyai University researchers in Romania, we focus on integrating fairness, transparency, accountability, and privacy from discovery and design through the build, operation and close phases. This helps ensure ethical, safe and socially beneficial AI systems, mitigating risks and enhancing positive outcomes.

“To ensure the responsible adoption of AI, we’ve strengthened our ethical governance frameworks, focusing in particular on transparency, accountability, and fairness. By aligning our AI Use Policy with stringent legal and ethical standards, we protect our people and clients from potential AI risks. Our AI Committee’s oversight is key in addressing risks to ensure compliance and trust.”

Hannah McCarthy
Head of Legal, Commercial

Spotlight

We were shortlisted at the Innovation Zero awards

In April 2024, our Software Carbon Intensity Accelerator was shortlisted in the Monitoring, Reporting and Verification category of the Innovation Zero awards, the UK’s largest net-zero congress for companies that develop, produce, deploy, and fund low-carbon solutions.



Enhancing our engagement model

We continuously refine our ways of working to ensure we support our delivery teams to help them achieve their objectives more effectively.

TEAM (The Endava Adaptive Model) captures our collective experience delivering business value to our clients. We use the framework to provide a consistent approach to delivery and ensure the highest quality across all Endava projects and locations.

TEAM considers the working context and provides an 'adaptive' approach that can be applied to any product, project or environment.

Uniquely, TEAM is the sum and intersection of three key elements: an Engagement Model, an Interaction Model and a set of Engineering Practices.

The Engagement Model defines the activities, interactions, ceremonies and events shaping our interactions with the customer. One of the key elements of the Engagement Model is Purposes. Purposes express the "why" behind each phase of TEAM, encompassing the intended outcomes and reasons driving our actions.

Purposes provides a deeper understanding of the underlying objectives and motivations guiding our teams' work throughout the engagement. The "what" behind each purpose is defined by the grouping of related activities, artefacts, and ceremonies that contribute to its fulfilment.

Purposes aim to foster increased collaboration and synergy between different roles involved in a project, contributing to the achievement of shared objectives and the success of the engagement.

Spotlight: 2023 Gartner® Magic Quadrant™ for Custom Software Development Services, Worldwide

Endava was recognised for the first time in the 2023 Gartner® Magic Quadrant™ for Custom Software Development Services Worldwide and was listed as a Niche Player. According to Gartner, a Niche Player 'focuses on a particular segment of the market, such as a particular industry, size of client, functional area.'

Read more details in the [press release](#)

[Report link for Gartner subscribers →](#)

"For well over 10 years, our delivery framework, TEAM, has been the cornerstone of delivering successful client projects. TEAM has evolved in response to our experience. We recently made a major enhancement to TEAM by introducing a new concept called Purposes. Purposes significantly enhance the framework by guiding how teams work together, allowing for more effective cross-disciplinary client delivery."

Eoin Woods
Chief Engineer

Innovation community

Endava organises global innovation events annually to challenge Endavans to think differently by creating new concepts and exciting solutions. These events encourage capability growth and allow the exploration of emerging and exciting technologies in software and hardware.

Innovation Lab is the largest internal event organised by our global innovation community annually. This year, 76 teams competed, and 4,000+ Endavans participated. It is an important avenue for continuing to build our proud innovation culture.

This year's theme was to build innovative prototypes suitable for demonstration to clients. The competition allowed the teams to showcase their innovative thinking and skills. In total, 80% of the finalists applied AI practically, illustrating how widespread AI skills are at Endava.

Ten teams from locations across Europe, North America, Australia and Colombia competed in the Global Innovation Lab Final.

Overall winner: The Smart Panc team (Romania) developed a mobile application that acts as an artificial pancreas system companion application for use by people with Type 1 diabetes and their caregivers.

Second place: The Digital Assistant team (Germany) developed an extended reality (XR)-based solution that provides a prototype for purchasing products online using XR with the support of an AI agent and virtual character.

Third place: EKAI team (Romania) developed an AI-powered chatbot to revolutionise customers' experience by simplifying access to their data.

Most novel idea: The BEEQ Styler team (Romania) developed a tool to rapidly apply a new graphical style to our BEEQ design system, making its use in different client engagements more efficient.

Most novel use of technology: The Digital Assistant team (Germany) with their XR-based solution.

Best product / market fit: Knowhere team (North America) with a domain-agnostic, composable logistics simulator.

Take a peek at our 2023 final, which took place in Ljubljana, Slovenia.

Spotlight

Some of our leading practitioners spoke at numerous international technical conferences this year:

Devovx (UK) — Eoin Woods, our Chief Engineer, gave a talk about making software architecture continuous, and Laurentiu Spilca, Principal Development Consultant, spoke about spring security integration testing.

OOP Konferenz (Munich, Germany) — Eoin Woods spoke about security design principles and effective practices for continuous software architecture.

Enterprise Connect (Orlando, US) — Jon Hanzelka, Technical Art Director for AI/ML, delivered a talk on next-generation UC applications powered by machine learning and synthetic data.

Spring IO (Barcelona, Spain) — Laurentiu Spilca, Principal Development Consultant, presented on spring security integration testing.

Quality Sense Conference (Santiago, Chile)— Gustavo Viruega, Head of Testing in Rosario, Argentina, Damian Pereira, Head of Testing in Montevideo, Uruguay and Giuliana Bentancor, Test Consultant delivered talks on testing and artificial intelligence.



Interview with Innovation Lab 2023 winners**Smart Panc: Companion app for people with diabetes empowering prevention**

The winner of our 2023 Innovation Lab final was a team from Romania, with Smart Panc, a mobile application acting as an artificial pancreas system companion application for people with Type 1 diabetes and their caregivers.

We interviewed the winners: Bogdan Iosif, Creative Lead; Maria Leonte, Developer; Irina Puscasu, Machine Learning Engineer; and Andreea Schiau, Developer.

**How did you come up with this idea? What inspired your team to develop this companion app?**

Bogdan Iosif: I truly believe every great solution starts from someone's needs. This idea started from a personal experience with close family friends. They have a young daughter suffering from Type 1 diabetes. Witnessing their daily challenges with this disease made me think that combining bright minds with technology to create a solution could make their lives easier.

Can you provide an overview of your application's main features and functionalities?

Andreea Schiau: This app's main feature is its ability to predict glucose surges two hours before they occur. Additionally, the app has two other important features: it empowers collaboration by sending alerts and messages and helps caregivers prevent dangerous situations. Smart Panc is an ecosystem that brings together guardians and caregivers collaborating to support a patient. The app is tailored individually for each patient.

How is your app different or better compared to other solutions?

Bogdan Iosif: What makes this solution unique is the use of AI. Using a machine learning (ML) model, we predict glucose levels over the next 2 hours based on the patient's history. This app is proactive, while most other apps currently on the market are reactive and rely on sensors, which often have a 5–to 10-minute reading delay on glucose levels. The ML model is up to 96% accurate on glucose tracking. Additionally, the app can help manage glucose levels by leveraging the phone's camera to assist in quality food selection options.

Did your team encounter any challenges or obstacles?

Irina Puscasu: The biggest challenge was getting the data. A complex AI model needs a lot of accurate data to predict the highs or lows of glycemic indexes accurately. Fortunately, Bogdan's friends shared the data from the child's glucose sensor.

Did you get support from other Endavans?

Bogdan Iosif: Yes, we had a lot of help, especially from our colleagues in the healthcare industry vertical. They introduced us to their network of experts and helped guide the project.

What is next for this application?

Maria Leonte: We are working on better understanding this patient's living habits and feeding this information to the machine learning model to improve predictability.

How would you describe your Innovation Lab experience?

Maria Leonte: My experience at the Innovation Lab was beyond expectations. I met great people, and we all connected by working on the same project. This challenge took me out of my comfort zone.

Andreea Schiau: It was a great experience for me too. I got to work with people I never met previously.

Irina Puscasu: The Innovation Lab was an amazing experience! It brought us closer together as a team and enabled us to create a project using exciting technologies.

Bogdan Iosif: The Innovation Lab was a new experience for me. It was a very rewarding and unique learning opportunity, and I did not expect to win.

Xplore programme

Endava Digital Twin

Endava's Xplore programme encourages our industry and technology experts to develop R&D proposals. This programme helped our team in Toronto develop the Endava Office Digital Twin solution. It is an accelerator initiative designed to demonstrate physical computing capabilities for data sourcing in real-world, location-based environments. This accelerator uses connected IoT devices and edge computing, with ML/AI-enabled analytics and generative user-interface components to visualise data insights.

This accelerator aims to provide a real-time, data-driven tool to enhance sustainability reporting for facilities management across Endava's global delivery locations.

By integrating real-time data sources from connected sensor systems, the Endava Office Digital Twin provides live visualisation, status monitoring, and anomaly detection for our offices globally. It also helps deliver increasingly complex data analysis, inference and simulation of sustainability-related scenarios.

Data insights can help with decision-making and facilities usage planning by predicting occupancy levels to optimise the management of Endava offices. Predictive maintenance can help choose the right office space size, allowing for more efficient energy consumption and a better work environment.

The Endava Office Digital Twin has led to commercial opportunities across various industry verticals, including health care, supply chain logistics and intralogistics.



Expert insights

Leveraging the Human Advantage for Business Transformation

In December 2023, we launched a comprehensive report titled, '[Leveraging the Human Advantage for Business Transformation](#),' aimed at helping decision-makers understand the critical role of human-centric strategies in digital transformation. The study surveyed over 600 global business leaders to evaluate the effectiveness of their digital initiatives. It identified key challenges, such as a lack of employee buy-in and internal collaboration. The report analysed the impact of these challenges. It also highlighted the significance of focusing on user needs and employee engagement to achieve successful digital transformation across various industries, including finance, healthcare and retail.

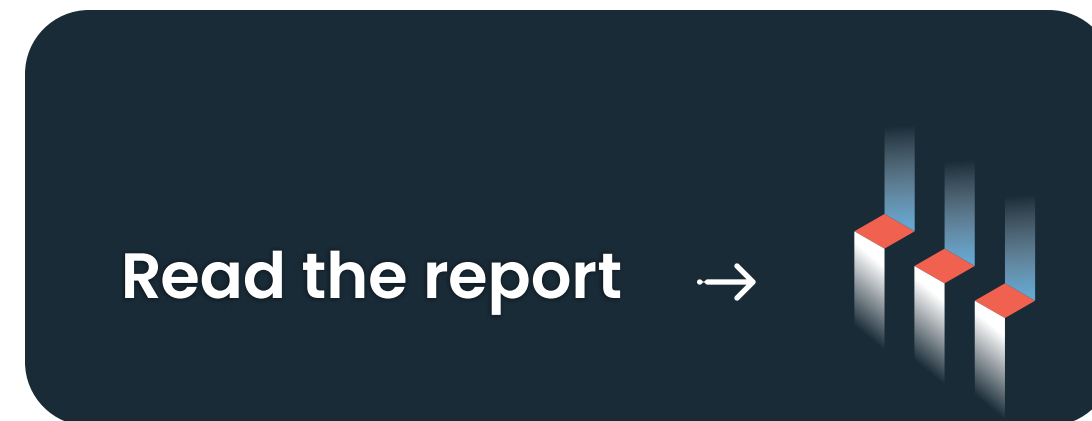
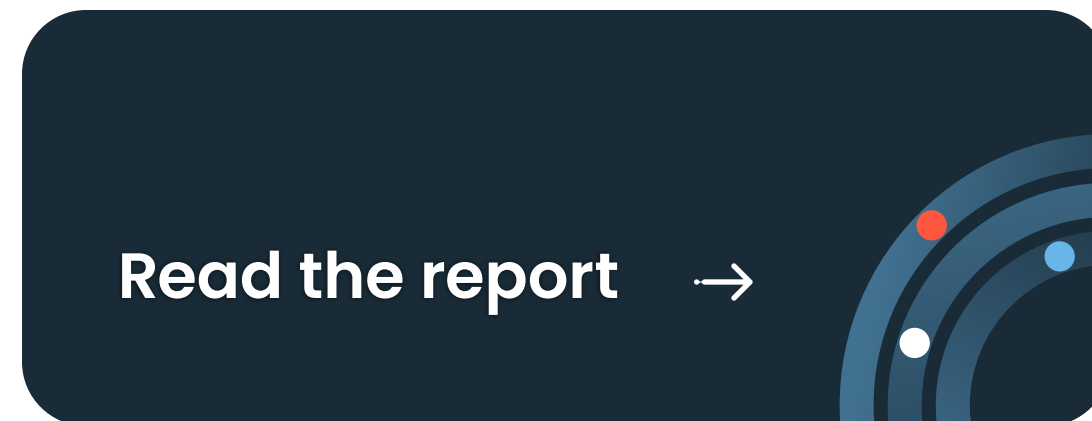
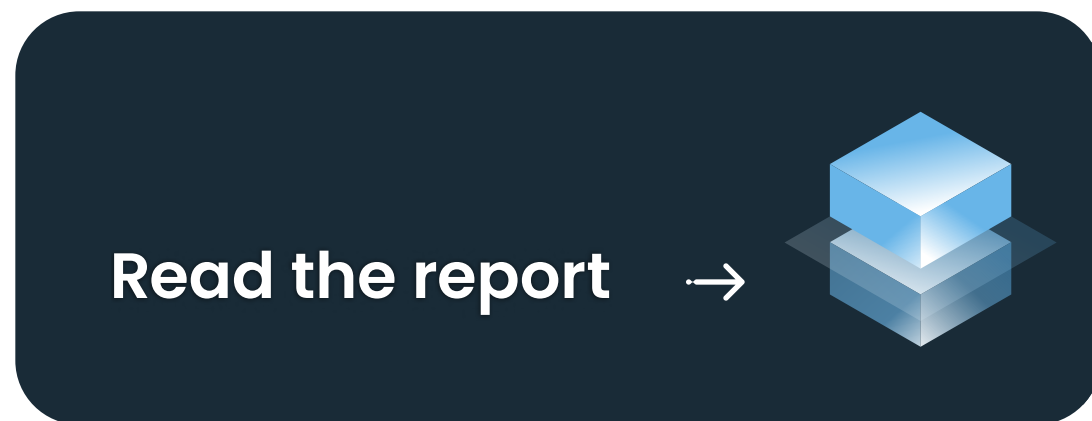
2024 Emerging Tech Unpacked

In May 2024, we released the '[Emerging Tech Unpacked 2024](#)' report to help business leaders navigate around adopting new technologies. The report surveyed nearly 700 organisations across various industries and identified 16 key technology trends. The report focuses on technologies providing near-term benefits amid economic uncertainties. AI and generative AI were the top two priorities for organisations included in the study. Big data and predictive analytics emerged as the third- and fourth-highest priorities among organisations. The report also highlights the hesitance toward more speculative technologies, such as the metaverse, with leaders showing preference for immediate operational efficiencies.

Retail Banking Report 2024

Our [2024 Retail Banking Report](#) examines the industry's current state and outlook using data collected from 500 executives at financial institutions across Europe and North America.

Five focus areas emerged: customer-centric banking, modernisation, key upgrade priorities, economics, and top investment areas. In total, 85% of respondents said improving digital customer experience and retention is crucial while 55% use cloud-based core systems, with many prioritising open banking and payment gateways. There is cautious optimism regarding IT investments with AI, data analytics and BaaS leading as next year's priority investment areas.



Tech for good

Expanding engagement

Working with Grameen America to advance digital financial inclusion

[Grameen America](#) is a non-profit microfinance organisation focused on the urgent need to address systemic lending gaps experienced by women in the U.S., especially those in under-represented communities. We are delighted with our ongoing relationship with Grameen America and we are supporting them in their ambitious goal to provide opportunities for economic mobility to more than 750,000 women and their families through their [‘Women Are Limitless’ five-year campaign](#). To date, Grameen America has disbursed over \$4 billion in loan capital to over 200,000 financially underserved women across 27 U.S. cities, with an impressive 99% loan repayment rate.

To execute on their key strategic priorities, Grameen America is looking to strengthen the organisation’s technology, data capabilities, and infrastructure, and to significantly invest in human capital. Over the past two years, we have worked with the organisation on a mobile membership application, which was rolled out across 27 cities in the U.S. and it is now used by 70,000 members, allowing them to access programme information in real time. Grameen America also engaged Endava to build a data warehouse and streamline the internal reporting process, eliminating human errors and allowing Grameen America’s staff to focus on value-adding tasks.

Pro Bono

Helping long COVID patients get their breath back

To help patients suffering from long COVID, the English National Opera (ENO) devised a groundbreaking programme of singing therapy. The ENO team turned to Endava to scale delivery to assist more patients.

During the coronavirus pandemic, ENO members helped patients diagnosed with long covid recover their respiratory functions by learning to sing. In collaboration with Imperial College Healthcare NHS Trust teams, the ENO delivered the ENO Breathe Programme, an online singing therapy programme that targets breathlessness.

The Endava team worked pro bono to develop a digital process optimisation tool that eliminates manual work for registrants and administrators alike. A digital self-service portal allows patients to register directly for the programme without contacting the ENO.

Thanks to the collaboration, ENO scaled the programme’s reach by up to 60 times to serve a maximum of 3,000 patients concurrently.



ESG partnerships

YuzeData

In December 2023, we partnered with YuzeData, a leading connected data platform.

YuzeData offers pre-built connectors and YuzeCases that tie operations to integrations and full programmes for clients in Environmental, Social and Governance (ESG), Environment, Health, Safety and Quality (EHSQ) and connected data scenarios. The platform supports clients' needs by developing data programmes for regulatory requirements, maintenance programmes and risk management applications.

“We are excited to partner with Endava to align our efforts in helping more businesses benefit from countless data integration opportunities. Leveraging Endava’s deep knowledge and expertise in various industries, the collaboration will enable clients to thrive in this rapidly changing landscape by simplifying digital transformation, innovation, ensuring compliance and providing key insights to drive business performance.”

Mark Cullum
COO at YuzeData

Climatiq

In March 2024, we announced our partnership with Climatiq, a carbon intelligence solution provider.

Climatiq provides a carbon calculation engine for scope 1, 2 and 3 emissions, covering business activities, including energy consumption, cloud computing, transportation, travel and procurement. Climatiq partners with innovative organisations to integrate their solutions into their software, workflows and daily operations. These solutions support the development of effective carbon reduction strategies and facilitate net-zero scenario modelling, carbon hotspot identification and forecasting.

Climatiq’s solution integrates with Endava’s green software initiative and strengthens our ESG commitments.

Endava developed proofs of concept using Climatiq’s software. We plan to expand our efforts using this solution, to develop additional POCs to help our clients achieve their net zero and carbon reduction objectives using our sustainable solutions.

“Joining forces with YuzeData and Climatiq adds diversity to our partner ecosystem and keeps us moving forward in our sustainability journey.”

Lewis Brown
Head of Alliances and Partnerships

Spotlight

Collaborating with cloud service providers for sustainability

Public cloud services offer unparalleled opportunities for businesses to align with sustainability goals. Together with our partners Google and AMD, we developed a webinar exploring strategic approaches to harnessing the public cloud while advancing sustainability objectives.

[Access the webinar →](#)



Data privacy

Protecting the personal data of Endavans, our customers, suppliers, and business partners is a priority.

Our Privacy Team, part of our global legal team, is responsible for implementing business data privacy rules and regulations. In FY2024, we enhanced data privacy governance across our growing organisation. We have internal policies and provide regular training to our people globally.

Governance

As a growing global business, we aim to raise awareness of data privacy compliance matters. We have nominated ten data champions with regional and business-specific expertise who work directly with the Privacy Team.

Across Endava, the data champions are responsible for implementing key data privacy practices, along with the Privacy Team. We mandate regular refresher courses on privacy practices for our data champions.

Policies

Our Employee Privacy Policy and Data Breach Incident Response Plan are reviewed and updated annually. In FY2024, we experienced zero data breaches requiring reporting to the Information Commissioner's Office or any other data protection authority. Our Data Privacy team works closely with our Internal Tech and Security teams to prevent cybersecurity incidents. We also have a cyber and data security steering group that protects data across the organisation.

Training

In addition to the mandatory global annual training on data privacy, we provide sector-specific training to Endavans working with personal data, including our sales and marketing, human resources, recruitment and delivery teams.

Data privacy and freedom of information

Our [Privacy Notice](#) clearly explains how we collect, use and store personal data.

Our marketing policies and practices align with the European Union's General Data Protection Regulation (GDPR), and we require individuals to consent to receive marketing communications.

In FY2024, no user information was used for secondary purposes. When using media partners, such as for online events, we closely review agreements to ensure they include relevant data protection clauses, and we require our partners to obtain consent from individuals before providing us with any personal data.

In FY2024, there were no countries where our core products or services were subject to government-required monitoring, blocking, content filtering or censoring. There were also no substantiated complaints from regulatory bodies or outside parties concerning customer privacy breaches.

We suffered no financial losses in FY2024 resulting from legal proceedings associated with user privacy, nor did we receive any law enforcement requests or personal requests for user information.



“We understand our customers need to trust that we have robust data practices, governance and security. We aim to support Endavans through a robust training programme and effective policies to align with best practices and legal requirements as privacy laws worldwide continue to become more stringent. We aim to be a centre of expertise and knowledge for our business and clients' benefit.”

Jesutofunmi Idowu
Group Head of Data Privacy

Cyber security

Cyber security

Cyber security and protecting our IT infrastructure are key to supporting our customers in creating technological solutions to drive innovation and transform businesses. To this end, we use various manual and automated tools, including data encryption, firewall protection, regular software updates, email and web filtering, multifactor authentication, vendor risk assessments, vulnerability assessments, monitoring tools and multi-layer anti-malware protection.

We also have policies that prohibit unauthorised software on Endava computers.

Endavans form a 'human firewall'; they are required to complete security awareness training at onboarding and annually. Additionally, we conduct simulation-based testing to help Endavans recognize and report potentially malicious communications.

Our board assesses our cyber security risks quarterly. We also undertake regular reviews of our regulatory obligations and external benchmarking that is designed to validate the compliance of our security programmes.

Our cyber incident response partner helped us run a simulated tabletop attack exercise in FY2024. The exercise involved various types of attacks and business continuity impacts. Our cyber security centre of excellence team, IT management, and executives participated in the tabletop exercise. We received very positive feedback from our partner regarding our response capability, actions and planning.

Cyber Security Centre of Excellence

We continue to invest in our security operations centre, for our cyber protection and to deliver enhanced security services to our customers. We continuously explore how to enhance the automation of our security services and are working on incorporating AI into our predictive analytics and threat intelligence workflows.

Our security operations centre proactively monitors and analyses our security posture, detecting and responding to incidents and providing ongoing security support and guidance. The centre also monitors and analyses network traffic and identifies potential vulnerabilities and threats in the managed cloud and endpoint space. The centre's team also works on measures designed to prevent security breaches and mitigate their impact if they occur.

Cloud security

Cloud security operations have become integral to Endava's and our customers' business processes. Security is paramount in cloud operations, and our cloud security operations are designed to protect our cloud infrastructure. By proactively monitoring, detecting and responding to security incidents, we strive to meet and exceed the security expectations of our customers and stakeholders.

Our security operations teams leverage cloud security tools to provide protection, scalability, flexibility and simplified management, which ultimately help secure the cloud environment for us and our customers. We leverage cloud-native security tools and solutions designed to protect our cloud-based infrastructure. These tools provide enhanced visibility and control over our cloud resources and help us integrate security measures within our cloud ecosystem.

Security is everyone's responsibility. To this end, we collaborate closely with internal teams, including cloud operations, DevOps and IT administration, to integrate security controls into our cloud environment. Additionally, we establish strategic partnerships with external cloud security vendors to leverage their expertise and understand emerging threats.

We are committed to continuously enhancing our cloud security capabilities. Our security operations centre and operational security teams remain vigilant and are experts in cloud security trends, emerging threats and evolving technologies.

Employing best practice standards

Since December 2020, we have had a System and Organisation Controls (SOC) 2 Type I attestation for our software development and managed services operations. This attestation provides our customers with the assurance that their data is treated in accordance with the SOC 2 trust service principles of security, availability and confidentiality.

Since 2021, we have annually undergone **SOC 2 Type II** audits for operational effectiveness. In January 2024, we successfully completed our SOC 2 Type II attestation for software development and 'Run by Endava' operations for the third year running. This achievement highlights our commitment to the most rigorous controls to ensure data security, availability and confidentiality.

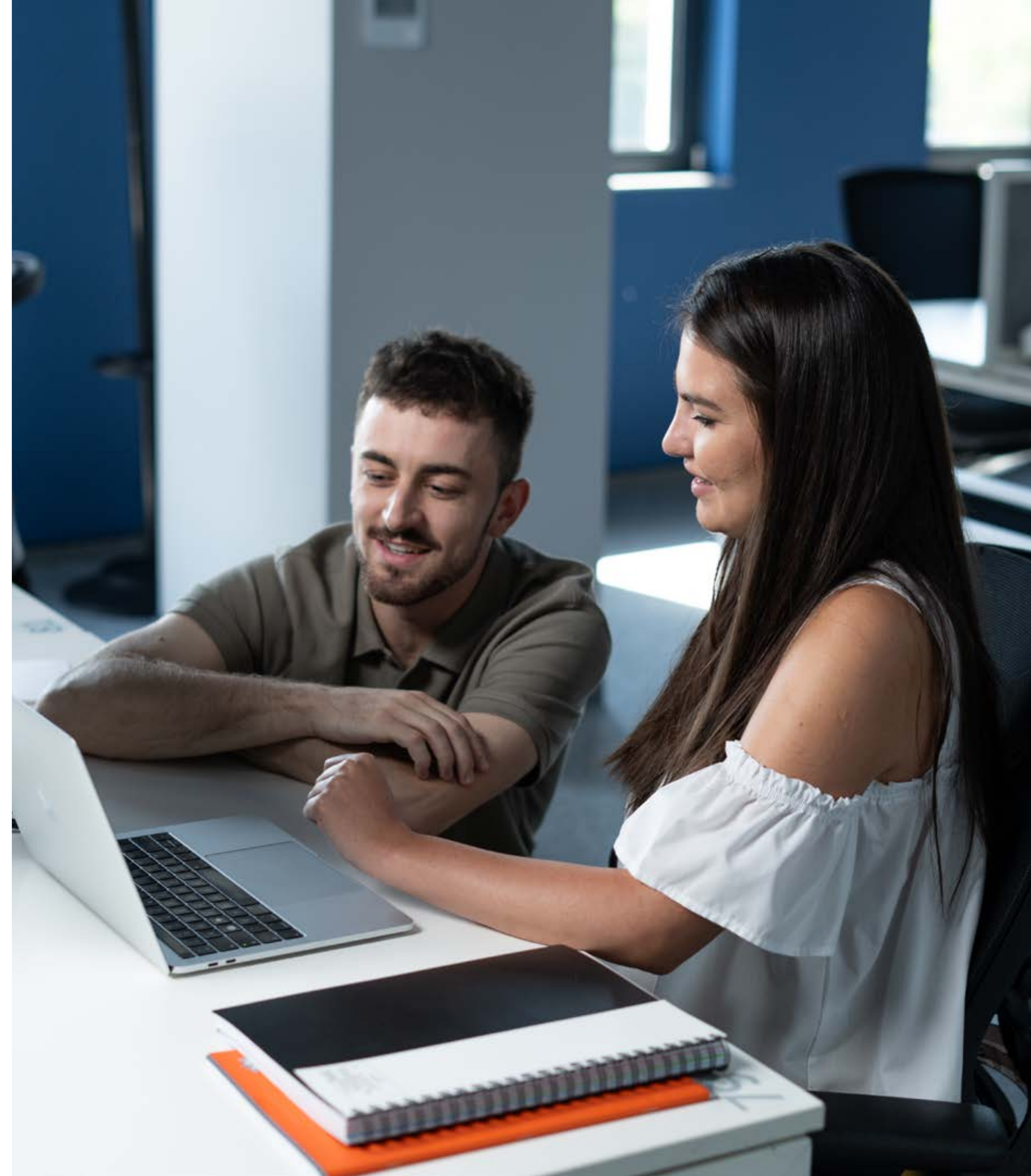
The trust services criteria, developed by the American Institute of Certified Public Accountants (AICPA), are 'gold standards' for assessing service provider security.

We continue to expand our Information Security Management System (ISMS) certification to **ISO 27001** to all our delivery locations and activities. Successfully maintaining and extending the ISO 27001 attests to our robust security practices and comprehensive risk management approach. The certification confirms the controls we have in place for the in-scope systems that are designed to mitigate risks, prevent unauthorised access, and maintain the confidentiality, integrity and availability of data.

Our Berlin and Timisoara offices hold **Trusted Information Security Assessment Exchange (TISAX) certifications**. In December 2022, we successfully passed the external audit for the TISAX certification for our Berlin office. In April 2024, we conducted a scope extension audit to certify our new Berlin office location. The TISAX certification is an internationally recognized standard for data security in the automotive industry and is valid for three years. We also obtained TISAX certification for our office in Timisoara, Romania, in June 2024.

In April 2024, Endava became **Cyber Essentials Certified**. Cyber Essentials certifies organisations through annual assessments that they have the proper level of cyber security protection. This certification is backed by the UK government and overseen by the National Cyber Security Centre.

Our intelligent Quality Management System (QMS) is certified to **ISO 9001**. Through QMS, we ensure the quality of our digital products and services. Our quality assurance process is incorporated into our delivery framework, The Endava Adaptive Model (TEAM). Additionally, our internal audit process and cross-project reviews provide operational monitoring throughout projects to help ensure the highest quality delivery.



Business continuity

Endava's success emanates from our dedicated people, our global footprint, our agile delivery model and our continuous investments in tools and processes. We select delivery locations based on the quality of technical talent and infrastructure.

As a distributed organisation, we deliver services from multiple locations without sacrificing quality. Each delivery location has the tools and processes to help ensure effective service delivery, including secure infrastructure, laptops and cloud-based solutions.

Our business continuity strategy is designed to address the unique challenges associated with our hybrid work model. The flexibility and agility inherent in hybrid work require a comprehensive risk assessment and mitigation approach. We conduct ongoing, thorough assessments to identify potential risks that may disrupt our operations in remote and office-based locations. These risks include a wide range of factors, such as infrastructure disruptions due to man-made or natural disasters and security threats associated, for example, with the Ukraine conflict.

International conflicts risk assessment and mitigation

The Board of Directors, through the Risk Committee and Controls and Policy Committee, closely monitors international conflicts, including those in Ukraine and the Middle East and tensions between China and Taiwan. While these events do not currently directly impact our locations, we understand their broader implications for global supply chains, geopolitical stability, and economic conditions.

We have a comprehensive Business Continuity Management System (BCMS) in accordance with **ISO 22301:2019**, the international standard for business continuity. It requires tangible plans for delivery locations and IT systems in case of disasters. Our plans are in place and cover a wide array of impact scenarios, ensuring we are well-prepared for potential disruptions.

By maintaining an agile and adaptive approach to risk assessment and mitigation, we aim to safeguard our operations and ensure continuity of service, regardless of geopolitical developments.

Resilience and recovery

Our technology infrastructure's resilience is crucial to maintaining business continuity in challenging environments. We have invested in redundant systems, advanced data protection mechanisms, and secure connectivity solutions. This infrastructure is designed to withstand disruptions while maintaining the integrity and availability of critical applications and data. We regularly assess and enhance our infrastructure to address emerging threats and ensure swift adaptation to changing circumstances.

In FY2024, we recorded the following disruptions to our customer-facing services:

- performance issues related to managed services: 75;
- service disruptions: 73; and
- total days of customer downtime: 11.97.

In FY2024, we achieved an average uptime of 99.5%. This includes unplanned outages only, as the planned downtime is part of the maintenance process.

Endava is a cloud-oriented company, utilising several prominent cloud platforms: Microsoft (Office365, Azure), Oracle (Fusion, HCM, EPM modules), and ServiceNow. Also, almost all Team Tools standards our disciplines use for productivity are cloud-based services. As of June 30, 2024, the total number of licenses or subscriptions was 145,876, of which 91% were cloud-based.

Stakeholder communication and engagement

Effective communication is critical during disruptions. We established robust communication channels to facilitate seamless communication between our teams globally using video conferencing, instant messaging platforms, and project management tools. Our key personnel are regularly updated on business continuity protocols, emergency procedures, and relevant changes, ensuring they are ready to respond appropriately during disruptions.

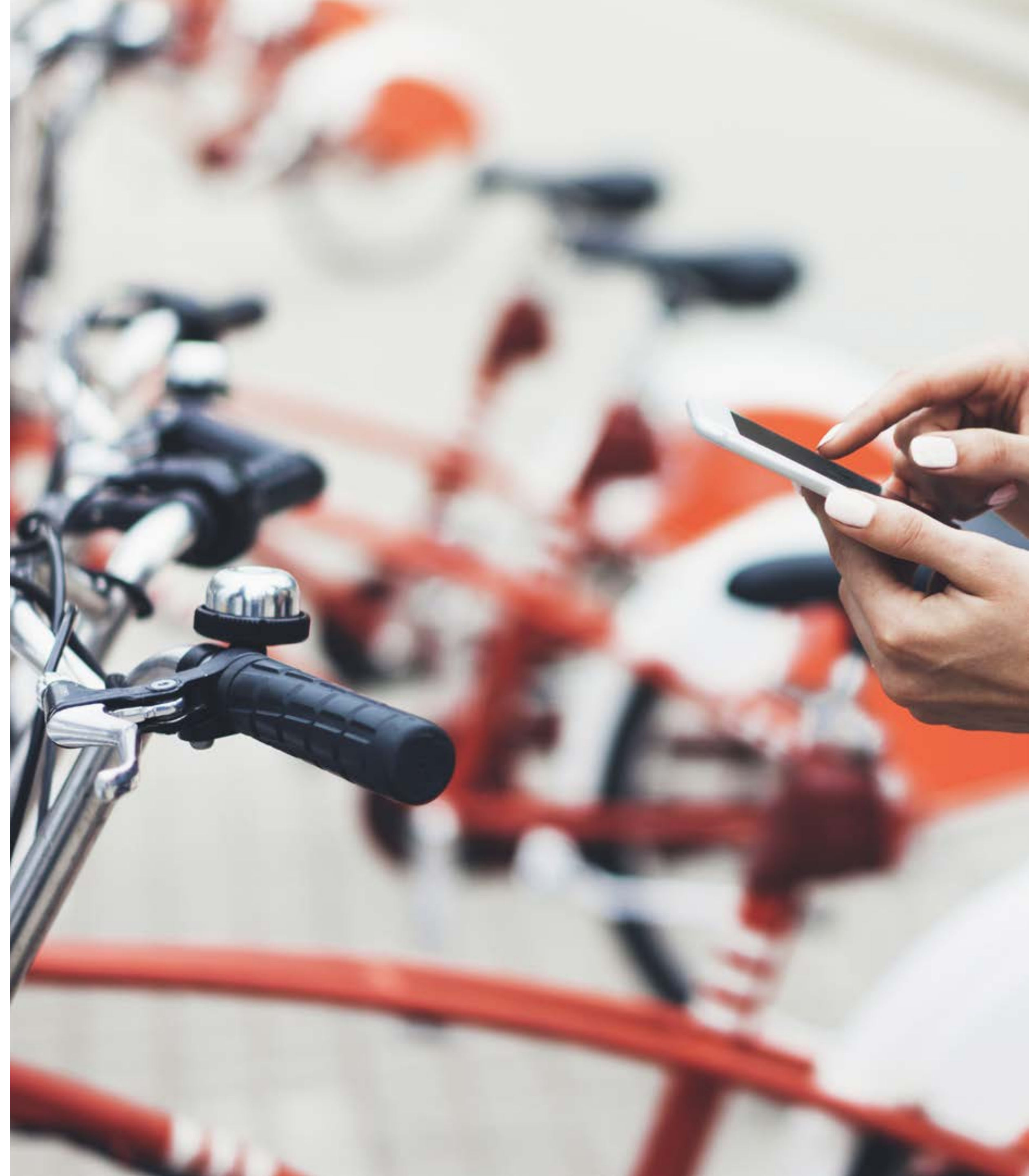
Continuous improvement

Our commitment to sustainability is reflected in our focus on business continuity within the hybrid work model. We leverage technological advancements to remain resilient in disruptions and contribute to a sustainable future.

Environmental impact /

We care about our impact on the world and follow sound environmental practices to reduce our environmental footprint.

Contributing to the Sustainable Development Goals



Environmental impact overview



“Our near and long-term science-based emissions reduction targets, and overall science-based net-zero target, further our commitment to accelerate our environmental journey and to contribute to achieving global greenhouse gas emission reduction.”

Mark Thurston
Chief Financial Officer

As a company, we are committed to minimising our climate impact, focusing on reducing greenhouse gas emissions from our operations and supply chain.

During FY2024, we submitted our proposed near-term, long-term, and overall net zero targets to the SBTi. Our targets have gone through SBTi’s validation process and were approved by the SBTi in July 2024, reaching a significant milestone in our environmental journey.

Our environmental reporting team conducted a climate-related risk assessment in FY2024. We are currently working to incorporate the findings into our Enterprise Risk Management (ERM).

FY2024 highlights



Scope 1 and Scope 2
emissions data
externally assured by an
independent third party

SBTi
targets

48%
of Endavans work in
ISO 14001 - certified
locations

Climate-related risks and opportunities

Climate change refers to a large-scale, long-term shift in Earth's weather patterns and average temperatures. The planet has warmed by an average of nearly 1° Celsius (°C) in the past century. It is widely recognised that continued emission of greenhouse gases will cause further warming of the Earth and that warming above 2°C, relative to the pre-industrial period, could lead to catastrophic economic and social consequences.

The Paris Agreement is a legally binding international treaty on climate change, adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris in December 2015. Its overarching goal is to hold 'the increase in the global average temperature to well below 2°C above pre-industrial levels' and pursue efforts 'to limit the temperature increase to 1.5°C above pre-industrial levels'. However, in recent years, world leaders have stressed the need to limit global warming to 1.5°C by the end of this century. This is due to indications by the UN's Intergovernmental Panel on Climate Change (IPCC) that crossing the 1.5°C threshold risks unleashing far more severe climate change impacts, including more frequent and severe droughts, heatwaves and rainfall.

Climate-related risk refers to the potential negative impacts of climate change on an organisation. It arises through a combination of the exposure associated with the climate hazard, and vulnerability (how prepared an organisation is to cope). Climate-related risks are typically grouped into two main categories: transition risks and physical risks.

Transition risks

This type of risks is associated with the changes required to transition to a lower-carbon economy. They reflect impacts relating to various drivers including policy and legal actions (e.g., climate litigation or changes in regulation), technology changes (e.g., development and use of emerging renewable energy technology), market responses (e.g., shifts in supply and demand for commodities), and reputational considerations (e.g., customer perceptions of an organisation's contribution to mitigating climate change). Transition risks may pose varying levels of financial and reputational risk to organisations, depending on the nature, speed, and focus of these changes.

Physical risks

This type of risks is associated with the physical impacts of climate change. They can be event driven (acute risks), such as increased severity of extreme weather events (e.g., wildfires, floods, cyclones, droughts and hurricanes) or they can relate to longer-term shifts in climate conditions (chronic risks), such as sustained higher temperatures that may cause sea level rise or chronic heat waves. Physical risks may pose varying levels of financial risk to organisations, for example by extreme temperature changes affecting employee safety, business premises, operations and the supply chain.

Opportunities

Climate change can also present opportunities, arising through actions and efforts to manage, mitigate and adapt to potential changes and climate-related risks, and can have financial benefits for organisations. Climate-related opportunities vary depending on the region, market, and industry in which an industry operates. Examples include resource efficiency and related cost savings, the adoption of low-emission energy sources, the development of new low-emission products and services, access to new markets, and enhanced resilience of an organisation.

Environmental governance

Our Environmental Reporting Steering Committee is a management level body responsible for managing day-to-day activities related to Endava's environmental performance and mitigating environment and climate-related risks. This committee meets monthly and discusses and signs off on processes, controls and strategy as well as on environmental reporting methodology. It is also responsible for providing regular updates to the Endava board. The Committee includes senior management from across the Group, including the CFO, Group General Counsel and Head of ESG.



Climate-related risk assessment process

Endava has an established ERM framework, policies and procedures, which it uses to identify, assess and monitor Group-wide risks. A climate-related risk assessment was conducted during the fiscal year 2024 by Endava's environmental reporting team, following a process aligned with Endava's existing ERM procedures, and with oversight of members of the ERM team. The assessment was performed at Group level. A top-down approach was taken, which was considered appropriate given that the nature of Endava's business is consistent across the Group.

The process first involved establishing an understanding of the climate context in which Endava operates. This included performing qualitative research in relation to past-climate trends and current circumstances surrounding Endava's operations, value chain and geographic locations (of employees, customers, suppliers and assets).

A list of potential climate-related risks was identified for assessment, covering both transition risks and physical risks. Each risk was then analysed to determine the risk proximity (i.e. the timeframe over which the risk could occur), the likelihood of the risk occurring, and the consequence of the risk should it occur, taking into consideration relevant mitigating actions and controls in place. The scoring of 'likelihood' and 'consequence' was based on scales defined in Endava's existing ERM policy and procedures

The overall score of each risk determined its categorisation as either 'High Severity', 'Medium Severity' or 'Low Severity', in accordance with Endava's ERM categorisation procedure. In the context of assessing potential climate-related risks, risks scored as 'High Severity' are deemed to be material.

Time horizons were defined as follows:

Risk proximity	Time horizon in which risks could occur
Short-term	within 1 year
Medium-term	within 1 to 5 years
Long-term	in more than 5 years

The time horizons applied are considered appropriate to Endava's business, given that the technology services industry is continuously evolving and is subject to rapidly changing demands.

In assessing the potential risks, scenario analysis was performed on a qualitative basis to determine whether any risks were deemed to be material. We qualitatively considered a business-as-usual scenario and a Paris-aligned scenario. Under the business-as-usual scenario, global surface temperature increases have a high probability to exceed 4°C, and businesses will be impacted by the effects of climate change such as more heatwaves, variations in rainfall patterns and monsoon systems. Under the Paris-aligned scenario, temperature increases have a low probability to exceed 2°C and businesses will be mainly impacted by policy changes.

During the forthcoming year, we intend to build on the work performed to date, and work on the integration of the assessment of climate risk into Endava's overall ERM process.

Climate-related risk assessment results

Endava is a next-generation technology services provider. We recognise that climate change is a systemic risk facing all businesses, and that no industry, sector or region is without vulnerability to its impacts. However, we do not operate in a carbon-intensive or high emissions industry, and our business is currently considered to have a lower level of risk than many businesses operating in industries such as agriculture, energy, manufacturing, construction and transport.

While potential risks exist, the nature of our business does not create exposure to material climate-related risks that are currently considered likely to have a substantive financial or strategic impact on our business. As no material risks were identified, further detailed scenario analysis was not deemed necessary.

Although our assessment has not identified any material climate-related risks, we acknowledge the importance of the need to be aware of the uncertainties of climate change.



Transition risks

Our assessment found that a number of potential transition risks could impact Endava’s business in the medium to long-term, with all such risks being categorised as either low or medium severity (after applying mitigating controls). The transition risks categorised as medium severity include:

Changing client behaviour (medium to long-term market risk)

As client awareness of climate-related risks increases, client purchasing behaviours may change. There is a risk that clients could choose to work with/buy from competitors with a clearer climate programme and Greenhouse Gas (GHG) reduction targets, leading to decreased revenue.

Increased stakeholder concern or negative stakeholder feedback (medium to long-term reputation risk)

There is a risk that Endava may be unable to attract and retain top talent if we have weak climate strategies and commitments, as employees increasingly consider climate adaptation efforts when choosing an employer. This could lead to increased employee turnover costs, as well as reduced revenue if Endava cannot retain top talent to deliver high quality work for clients.

Enhanced emissions-reporting and climate-related reporting obligations (medium-term policy and legal risk)

There is a risk that increasing obligations relating to emissions-reporting and climate-related reporting may have operational implications,

such as increased operational costs or financial penalties if reporting is not compliant.

Over recent years, significant efforts and improvements have been made in relation to our accounting and reporting of GHG emissions. In addition to our own internal processes and governance, independent third-party assurance has been obtained over selected Global GHG emissions since 2022. Further information in relation to this is included in the ‘GHG Emissions’ section on page 56.

In addition, in early 2024 we submitted our proposed near-term, long-term and overall net zero GHG targets to the SBTi. The SBTi is seen as the market standard for corporate climate commitments and companies wanting to demonstrate a high degree of climate credibility.

Our targets have undergone the SBTi’s validation process and were approved by the SBTi in July 2024. Further information on this is included on page 55.

We will strive to continue to provide high quality and reliable disclosures in relation to our GHG emissions. Progress against our GHG reduction targets will be publicly disclosed annually from the year ending 30 June 2025. The above actions are considered sufficient to mitigate these potential transition risks to an acceptable level.

Physical risks

Our people are at the heart of who we are and are the most material driver of our success as a business, working globally across 29 countries and 71 cities. The majority of our people are based across 17 countries in Europe. Asia-Pacific is our second largest region of employees by location, with people based across 5 countries. We also have people based across 7 countries in Latin America, North America and the Middle East.

Climate change is impacting natural weather cycles, increasing the severity of extreme weather events, changing precipitation patterns, rising mean temperatures and sea levels. This produces a range of potential risks to our people, business, operating results and financial condition, including reduced employee wellbeing, health and safety risks, damage to assets, supply chain disruption, and disruption to business operations, leading to potentially reduced revenue and profits.

Our assessment found that both acute and chronic physical risks could potentially impact Endava’s business in the long-term, with such risks being categorised as medium severity (after applying mitigating actions and controls).

Endava has an established Group-wide Business Continuity Management System (BCMS), which is a key mechanism to restore and deliver continuity of key operations and services in the event of a disruptive incident. The Group BCMS is certified against the international standard for business continuity, ISO 22301:2019. This is considered sufficient to mitigate potential physical climate risks to an acceptable level.

Climate related opportunities

Efforts to mitigate and adapt to climate change can also produce opportunities for businesses. During our assessment of climate-related risks, we have also identified potential opportunities.

The main opportunities that we have currently identified relate to the progress we have made in relation to the submission and approval of our SBTi targets. Companies with SBTi targets may benefit in a number of ways, including:

- Competitive advantage – companies with SBTi targets may benefit from enhanced reputation, resulting in an advantage over competitors.
- Employee attraction and retention – companies with SBTi targets may benefit from increased attraction and retention of top talent.
- Regulatory readiness – companies with SBTi targets are better able to respond to future regulations as governments increase climate action.
- Energy and resource efficiency – reducing energy and resource consumption can lead to increased overall operating efficiency and costs savings.

Journey to Net Zero

In February 2022, we signed a commitment letter to the SBTi - a cornerstone of corporate climate action, committing to set GHG reduction targets.

During the fiscal year 2024, we submitted our proposed near-term, long-term and overall net zero targets to the SBTi. Our targets have undergone the SBTi's validation process and were approved by the SBTi in July 2024.

We are proud of the achievement of the milestone of having approved SBTi targets. Details of the Group's GHG emissions for the fiscal year 2024 are available on the next page, in the Total GHG Emissions section of this report.

Further information on our actions and reporting of progress made against the above targets will be included annually from 2025 onwards.

Endava plc's approved near and long-term science-based emissions reduction targets

Overall Net-Zero Target

- Endava plc commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

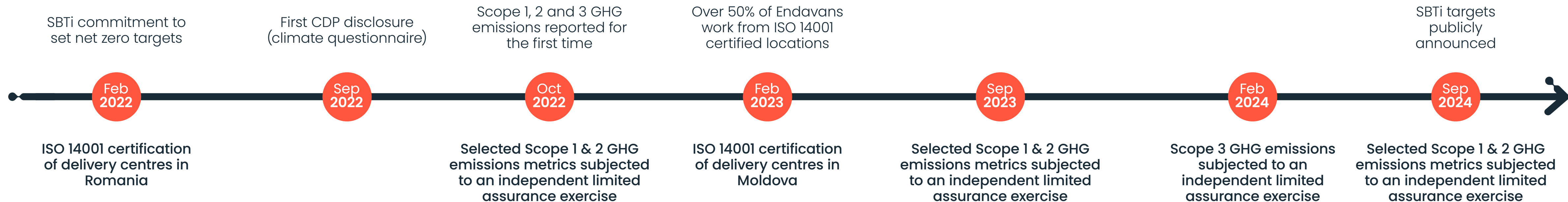
Near-Term Targets

- Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year.
- Endava plc also commits to reduce scope 3 GHG emissions from fuel and energy related activities and business travel 52% per full time employee (FTE) within the same timeframe.
- Endava plc further commits that 64% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2028.

Long-Term Targets

- Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2023 base year.
- Endava plc also commits to reduce scope 3 GHG emissions 97% per full time employee (FTE) within the same timeframe.

Our environmental journey



Total GHG emissions

During FY2024, we continued focusing on further improving our processes and procedures in relation to calculating our GHG emissions and have completed a more comprehensive accounting of our Scope 1, 2 and 3 emissions. A detailed breakdown of emissions is available in Appendix 3.1.

We used 2023 as our baseline year for GHG accounting to set our targets for GHG emission reduction discussed above.

Scope 1 and 2

Due to the acquisition of Lexicon, DEK and Mudbath in FY2023, in line with our restatement policy for structural change, we have restated our prior year figures. This resulted in an increase of Total Global Scope 1 GHG Emissions tCO₂e by 1.8%, Total Global Market based Scope 2 GHG Emissions tCO₂e by 17.6% and Total Global Location based Scope 2 GHG Emissions tCO₂e by 19.7%.

In addition, in accordance with our policy on restating prior year figures when significant improvements in the accuracy of activity data are identified, Endava has made a small number of adjustments to prior period figures. These figures were initially estimated and have been restated due to the availability of more accurate actual activity data. As a result, these adjustments collectively lead to a 10% reduction in Total Global Scope 1 GHG Emissions (tCO₂e), a 16% reduction in Total Global Market-based Scope 2 GHG Emissions (tCO₂e), and an 18% reduction in Total Global Location-based Scope 2 GHG Emissions (tCO₂e).

Scope 3

In line with our restatement policy for structural change, we have also restated our prior year figure for Scope 3 due to the acquisition of Lexicon, DEK and Mudbath in FY23. This resulted in an increase of Total Global Scope 3 GHG Emissions tCO₂e by 4%. In addition, in accordance with our policy on restating prior year figures when significant improvements in the accuracy of activity data are identified, Endava has made a small number of adjustments to prior period figures. These figures were initially estimated and have been restated due to the availability of more accurate actual activity data and improvement in our methodology. As a result, these adjustments collectively lead to a 19% reduction in Total Global Scope 3 GHG Emissions (tCO₂e).

Our methodology for reporting GHG emissions is based on principles and guidance within the UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition), which have been tailored to Endava as described in our methodology document.

In addition to our own internal processes and governance, Endava has commissioned independent third-party assurance on selected Global GHG emission metrics for Scope 1 and Scope 2.

PricewaterhouseCoopers LLP (“PwC”) conducted a limited assurance engagement on selected Global GHG emissions data for the year ended 30 June 2024 in accordance with International Standard on Assurance Engagements 3000 (Revised) and the International Standard on Assurance Engagements 3410, issued by the International Auditing and Assurance Standards Board.

A [copy of PwC’s report](#) is available on our website along together with our calculation [methodology](#). The selected figures that have been covered by this assurance process are indicated by the symbol “Ⓐ” next to the figure in the summary GHG emission table on page 64.

We have adopted an 'operational control' approach to define the organisational boundary. This includes all sources of emissions over which Endava has the authority to introduce and implement operating policies at the operation. This includes all subsidiaries 100% owned by Endava. We calculate our GHG emissions through the collection of primary data or the calculation of estimated data (where primary data is not available) and converting the data into the associated GHG emissions using relevant conversion factors and emission factors. We have used a series of emission factors corresponding to different emission sources and types of data collected.

For specific details on how we report our GHG emissions please refer to our Greenhouse Gas ('GHG') Reporting Principles and Methodologies Reporting Period 1st July 2023 to 30th June 2024 documents, available on our website.



We aim to collect as much primary data as possible for our GHG emissions calculations. Our 2024 primary data coverage for combined Scope 1 and 2 emissions was 82% (calculated as the percentage of Global Scope 1 and 2 market-based GHG emissions (excluding emissions from fleet) derived from primary consumption data). Increased levels of primary data collection continue to be a key area that we endeavour to improve on for our 2025 reporting period. For the 2024 reporting period, we have implemented a quarterly data collection and review process and we will keep on providing necessary training to our teams involved in the data collection process to help improve in this area.

Scope 1 and Scope 2 emissions, which make up approximately 10% of our total carbon footprint for the year ended 30 June 2024, are produced through our own operations either directly (through use of heating systems and use of conventional cars that are part of our fleet, based on fossil fuels), or indirectly (through purchased electricity or district heating).

Global Scope 1 emissions have decreased by 25% in the year ended 30 June 2024, from 715 tCO₂e to 536 tCO₂e. Global Scope 2 market-based emissions have decreased by 14% in the year ended 30 June 2024, from 2,479 tCO₂e to 2,135 tCO₂e, and Global Scope 2 location-based emissions have decreased by 14% in the year ended 30 June 2024, from 2,228 tCO₂e to 1,926 tCO₂e. In the short term, we plan to minimise these as a priority by reducing our dependence on fossil fuels and increasing the share of renewables in our operations.

Global Scope 3 emissions have decreased by 5% in the year ended 30 June 2024, from 24,991 tCO₂e to 23,713 tCO₂e. Our analysis of our Scope 3 emissions shows that like other companies, the main contributor to Endava's carbon footprint (approximately 26,384 for the year ended 30 June 2024) is our value chain. To this end, we have already begun the process of engaging with our suppliers to identify emission reduction opportunities and the partnerships that will be required to support them. Other notable sources are commuting of Endavans and business travel. We will continue to encourage more mindful and environmentally friendly alternatives for working and travelling.



10.12% Direct (Scope 1)
Indirect (Scope 2)
GHG emissions

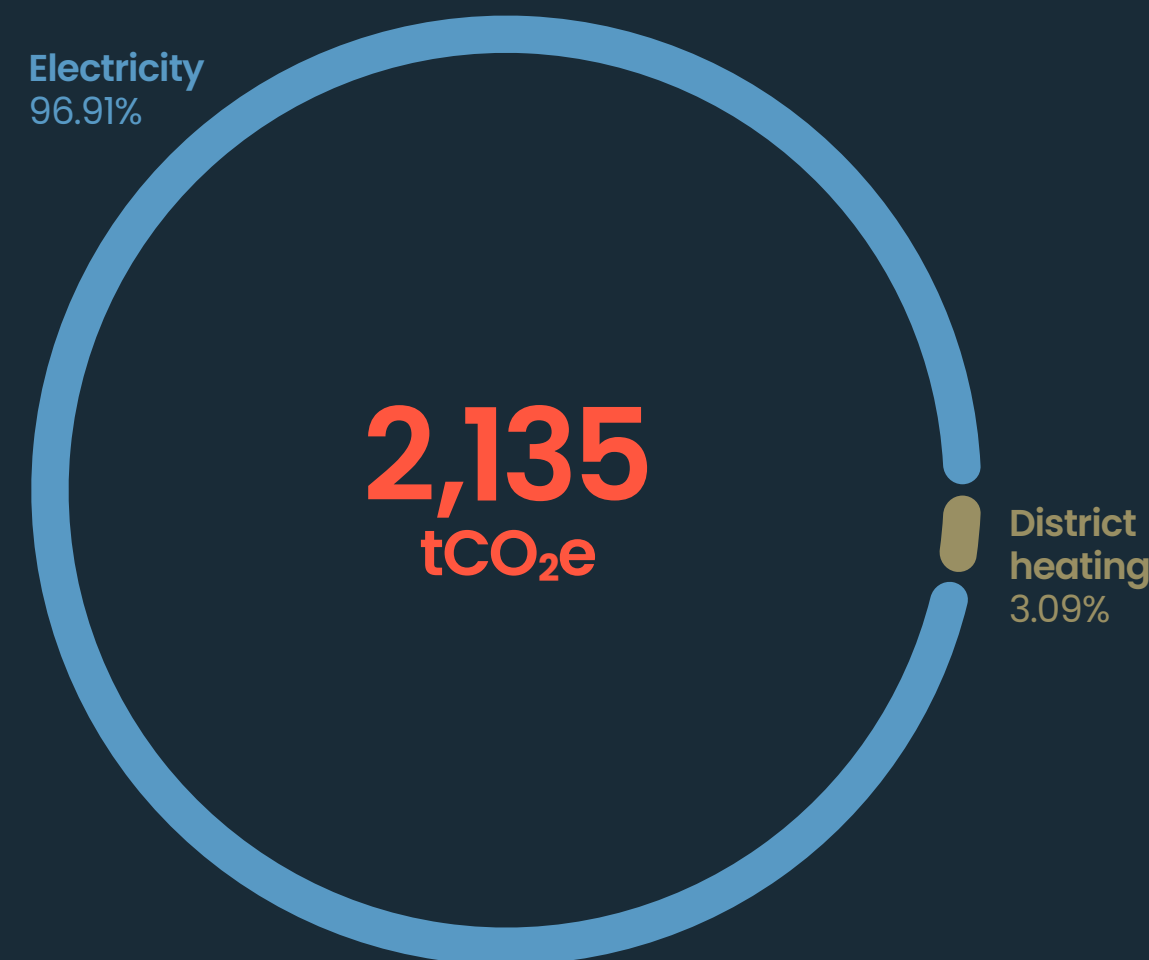
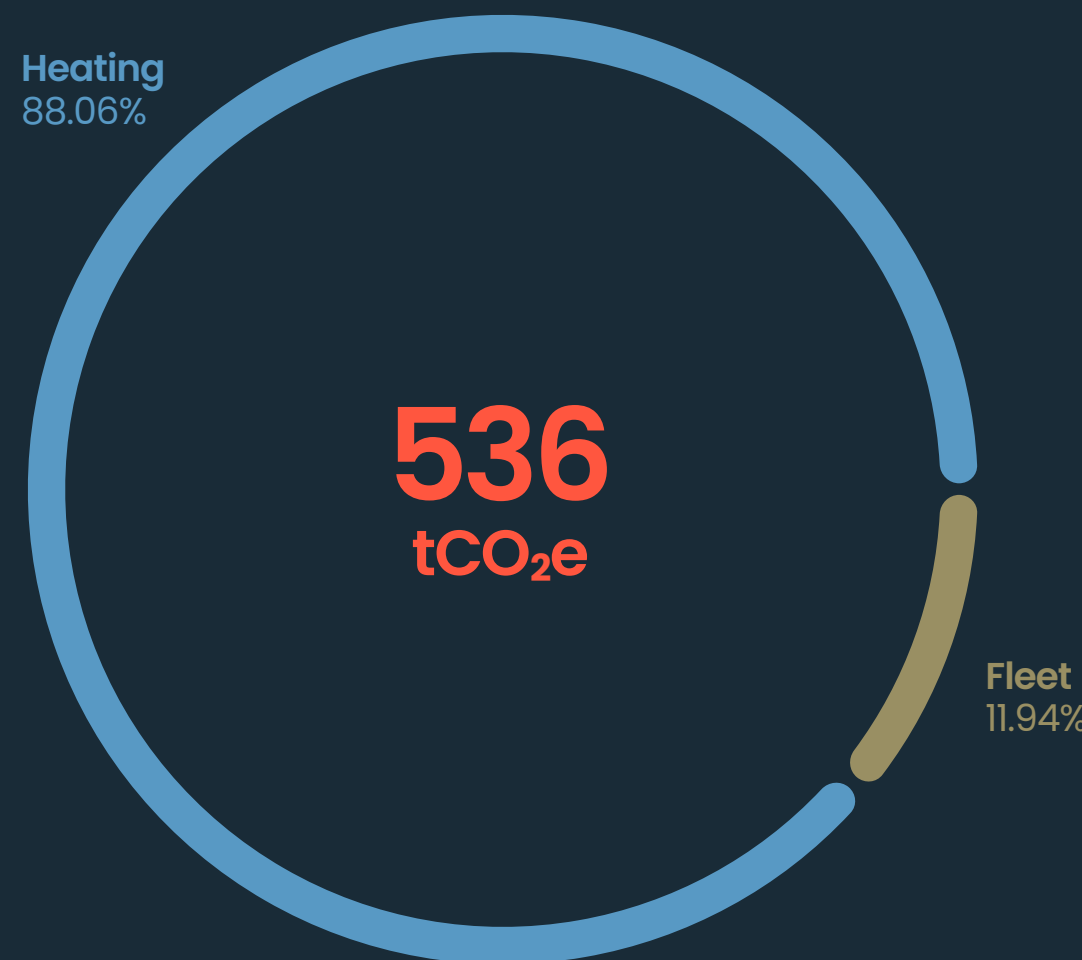
2.03% Scope 1
8.09% Scope 2

Other indirect (Scope 3) emissions **89.88%**

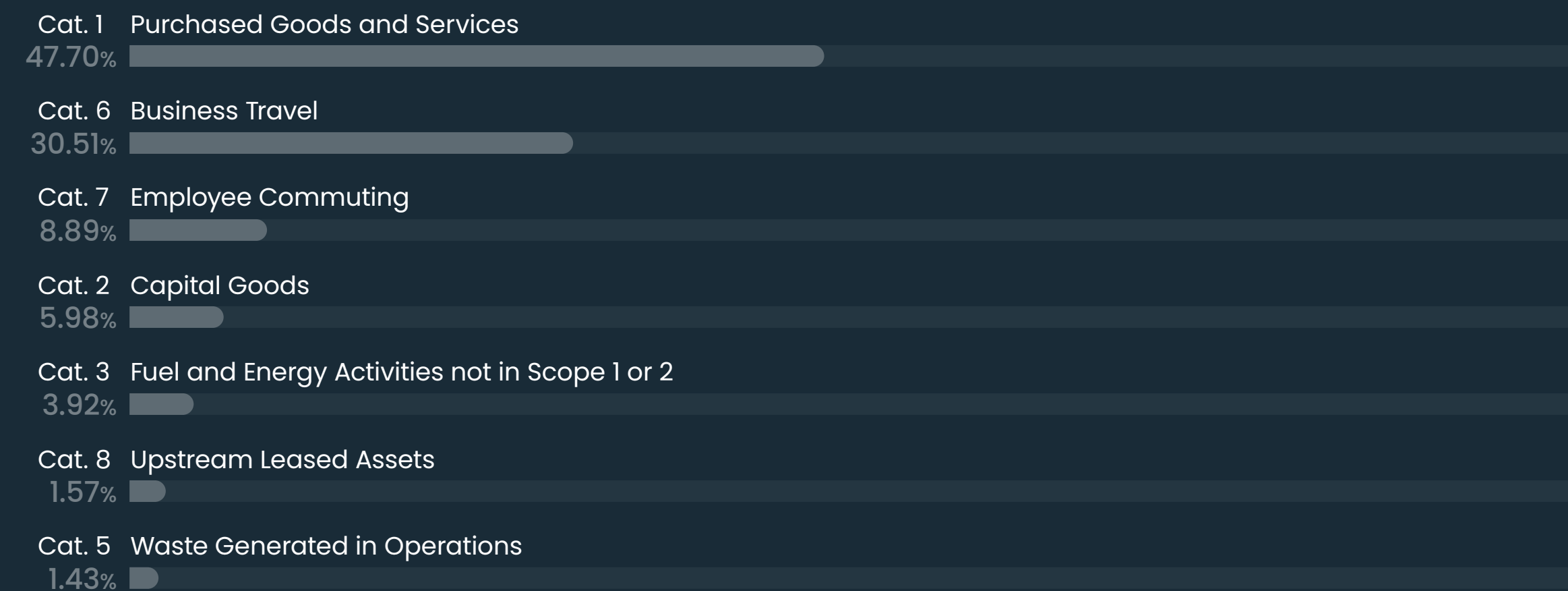
Total Global Scope 1*
GHG Emissions tCO₂e (Direct)

Global Market based Scope 2
GHG Emissions tCO₂e (Indirect)

Other indirect (Scope 3) emissions



23,713 tCO₂e



≥ 50% is based on the grid

Emission Intensity
(Scope 1+2)/Endavan

0.23 tCO₂e

Emission Intensity
(Scope 1+2)/million GBP revenue

3.61 tCO₂e

Total GHG emissions/Endavan

2.24 tCO₂e

Total GHG emissions

26,384 tCO₂e

For specific details on how we report our GHG emissions please refer to the Greenhouse Gas Reporting Principles and Methodologies Reporting Period 1st July 2023 to 30th June 2024 for [Scope 1 & 2](#) and for [Scope 3](#)

Managing our footprint

As we strive to minimise our footprint, here are some of the actions we're taking to reduce our consumption of natural resources:

- Using environmental sustainability checklists for new office buildings
- Prioritising green-certified (LEED/BREEAM) buildings for our new offices
- Collecting recyclables separately, including the waste from electric and electronic equipment, in our ISO 14001-certified locations

In FY2024, we consumed an estimated 7,459 MWh of energy, 4,588 MWh as electricity.

We are also continuing to maintain our environmental management system across Romania and Moldova. In FY2024, we successfully completed the supervision audit for ISO 14001 certification in 11 locations across the two countries, ensuring ongoing compliance. In FY2024, 48% of Endavans worked in ISO 14001-certified locations, compared to 52% in FY2023 as our global footprint has evolved.

Walking the talk in our offices

In **Chisinau, Moldova**, we launched an initiative in partnership with Recycline to provide a dedicated recycling bin for clean plastic items at our office. Utilising Waste2Product technology, collected plastic is transformed into innovative design products, significantly reducing plastic waste and supporting environmental sustainability.

In **Montevideo, Uruguay**, we collect old personal laptops, phones, batteries and other electronic devices. Twice a year, these items are taken to a government recycling centre, ensuring proper disposal and encouraging Endavans to safely discard unused devices.

In **Romania**, we follow a collection protocol with SNRB (National Battery Recycling System) to collect used batteries across all our offices. Similarly, in **Vietnam**, the used batteries we collect are sent to Samsung as part of its 'Join Hands to Handle Used Batteries' initiative.

In **Australia**, we have removed bottled water from offices and are committed to remaining paperless.



Spotlight CDP disclosures

The businesses we work with are demanding more environmental transparency from us. To meet this requirement, we have been making environmental disclosures to Carbon Disclosure Project (CDP), an independent non-profit organisation, since 2022. Completing the CDP's Climate Change questionnaire allows us to maintain our focus on achieving net-zero emissions.



Spotlight Environmental awareness training

We encourage all Endavans to be mindful of the environmental impact of their activities.

In October 2023, we made available an environmental awareness training module on our Endava University learning platform, inviting our people to get involved in Endava's environmental journey. This course is designed to help Endavans understand our approach to managing our environmental impact, including how to manage greenhouse gas emissions and best practices for waste management.

Forward looking statements



This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements may be identified by the use of terms and phrases such as ‘believe,’ ‘expect,’ ‘outlook,’ ‘may,’ ‘will,’ and other similar terms and phrases. Such forward-looking statements include, but are not limited to, statements regarding Endava’s sustainability targets, goals, and plans, including SBTi target-setting and supplier engagement plans, our business strategy and our plans and objectives for future operations and our assumptions regarding industry trends, particularly with respect to the use of artificial intelligence.

Forward-looking statements involve known and unknown risks, uncertainties and other factors that could cause actual results to differ materially from the results anticipated by these forward-looking statements, including the use of estimates and assumptions, reliance on third-party data, evolving calculation methodologies, and other factors discussed in the ‘Risk Factors’ section of Endava’s Annual Report on Form 20-F for the fiscal year ended June 30, 2024, filed with the SEC on September 19, 2024. The data and metrics included in this report involve the use estimates or approximations and are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data.




The Company believes that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. In addition, the forward-looking statements included in this report represent Endava’s views and expectations as of the date hereof and are based on information currently available to Endava. Endava anticipates that subsequent events and developments may cause its views to change. Endava specifically disclaims any obligation to update the forward-looking statements in this report except as required by law. These forward-looking statements should not be relied upon as representing Endava’s views as of any date subsequent to the date hereof.




The inclusion of topics in this report should not be interpreted as a characterization regarding the “materiality” of such topics in the context of the U.S. federal securities laws or any other regulatory framework, even where we use words such as “material” or “materiality. Our approach to sustainability reporting is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and, therefore, the inclusion of topics in this reports does not indicate that such topics are material to the Company’s business, operations, or financial condition.

Appendix 1 – UN SDG Index 2024

SDG	Target	Endava Contribution
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>	<p>Our People</p> <ul style="list-style-type: none"> » Wellbeing p16
	<p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all</p>	<p>Social Impact</p> <ul style="list-style-type: none"> » Health: Meaningful Miles Médecins Sans Frontières p21 <p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Innovation community: Smart Panc: Companion app for people with diabetes empowering prevention p41
 <p>4 QUALITY EDUCATION</p>	<p>4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes</p>	<p>Our People</p> <ul style="list-style-type: none"> » Learning and development p10-11 » Building bridges between universities and the IT industry p12 » Cultural awareness programme p15
	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p>	<p>Social Impact</p> <ul style="list-style-type: none"> » Education: Endava Tech Campus: Technovation Girls Adfaber p19 » GoConstruct K'nex Challenge StempointEast p20 » Christmas Fairs p21
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>Operating Responsibility</p> <ul style="list-style-type: none"> » Integrity and ethics p25
	<p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	
	<p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	
<p>4.C By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States</p>		

SDG	Target	Endava Contribution
 <p>5 GENDER EQUALITY</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p>	<p>Our People</p> <ul style="list-style-type: none"> » RISE Mentoring, RISE Together, Empowered Women's Development programme, International Women's Day global campaign p15
	<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p>	<p>Social Impact</p> <ul style="list-style-type: none"> » Education: Endava Tech Campus p19
	<p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Operating Responsibility</p> <ul style="list-style-type: none"> » Human rights and labour relations p26
	<p>5.B Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women</p>	<p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Tech for good: Working with Grameen America to advance digital financial inclusion p44
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p>	<p>Our people</p> <ul style="list-style-type: none"> » Learning and development p10 » Digital learning p11 » Building bridges between universities and the IT industry p12 » Diversity, Equity and Inclusion p13
	<p>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>	<p>Social Impact</p> <ul style="list-style-type: none"> » Education: Endava Tech Campus p19-20
	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>	<p>Operating responsibility</p> <ul style="list-style-type: none"> » Human rights and labour relations p26
	<p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Empowering industries with agentic AI : Grand prize at the Microsoft Fabric Global AI Hack p37 » Innovation community p40 » Tech for good: Working with Grameen America to advance digital financial inclusion p44
	<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Empowering industries with agentic AI p34 » Green software p38 » Innovation community p40
	<p>9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>	<ul style="list-style-type: none"> » Smart Panc: Companion app for people with diabetes empowering prevention p41 » Endava Digital Twin p42

SDG	Target	Endava Contribution
 <p>10 REDUCED INEQUALITIES</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<p>Our People</p> <ul style="list-style-type: none"> » Diversity, equity and inclusion p13 » RISE mentoring, RISE together, International Women’s Day Campaign, Empowered Women’s Development programme p15 <p>Social Impact</p> <ul style="list-style-type: none"> » Education: Endava Tech Campus p19–20 <p>Operating responsibility</p> <ul style="list-style-type: none"> » Human rights and labour relations p26 <p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Tech for good p44
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities</p>	<p>Social Impact</p> <ul style="list-style-type: none"> » Environment: Thank You Forest Goes to School p22
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p> <p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>Operating Responsibly</p> <ul style="list-style-type: none"> » Driving sustainable procurement p31 <p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Green Software p38 » Endava Digital Twin p42 » ESG Partnerships p45 <p>Environmental Impact</p> <ul style="list-style-type: none"> » Climate related risks and opportunities p53–54 » Journey to Net Zero p55 » Total GHG emissions p56 » Managing our Footprint p59 » CDP disclosures p59 » Environmental awareness training p59

SDG	Target	Endava Contribution
 <p>13 CLIMATE ACTION</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>Innovation & Data Integrity</p> <ul style="list-style-type: none"> » Business Continuity p49 <p>Environmental Impact</p> <ul style="list-style-type: none"> » Climate related risks and opportunities p53–54 » Environmental awareness training p59
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children</p> <p>16.5 Substantially reduce corruption and bribery in all their forms</p> <p>16.6 Develop effective, accountable and transparent institutions at all levels</p> <p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p> <p>16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements</p>	<p>Introduction</p> <ul style="list-style-type: none"> » We Care approach: Governance and oversight p5 <p>Our People</p> <ul style="list-style-type: none"> » Diversity, equity and inclusion p13 » Operating Responsibility » Integrity and ethics p25 » Human rights and labour relations p26 » Corporate governance p29
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p> <p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>Our People</p> <ul style="list-style-type: none"> » Digital learning p11 » Building bridges between universities and the IT industry p12 <p>Social Impact</p> <ul style="list-style-type: none"> » Education: Endava Tech Campus p19 » Health p21 » Environment: Thank You Forest Goes to School p22 <p>Innovation & data integrity</p> <ul style="list-style-type: none"> » Tech for good p44 » ESG partnerships p45

Appendix 2 – SASB Index 2024: Software and IT Services Standard 2023

Topic	Area	Code	Accounting Metric	Unit of Measure	Reference/Page Number
Environmental Footprint of Hardware Infrastructure	Energy Management	TC-SI-130a.1	Total energy consumed	Gigajoules (GJ)	Environmental Impact – Managing our footprint (p59)
			Percentage grid electricity	Percentage (%)	
			Percentage Renewable	Percentage (%)	Data not currently disclosed at group level
	Water Management	TC-SI-130a.2	Total water withdrawn	Thousand cubic meters (m3)	
			Total water consumed	Thousand cubic meters (m3)	
			Total water consumed percentage by regions with High or Extremely High Baseline Water Stress	Percentage (%)	
	Data Centres	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	N/A	
Data Privacy and Freedom of Expression	Data Privacy	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	N/A	Innovation & Data Integrity – Data Privacy (p46)
		TC-SI-220a.2	Number of users whose information is used for secondary purposes	Count	
		TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Presentation currency	
		TC-SI-220a.4	Number of law enforcement requests for user information	Count	
			Number of users whose information was requested	Count	
			Percentage resulting in disclosure	Percentage (%)	
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	N/A			
Data Security	Data Security	TC-SI-230a.1	Number of data breaches	Count	Innovation & Data Integrity – Data Privacy (p46)
			Percentage involving personally identifiable information (PII)	Percentage (%)	
			Number of users affected	Count	
		TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	N/A	Innovation & Data Integrity – Cyber Security (p47)
Recruiting and Managing a Global Diverse and Skilled Workforce	Global Mobility	TC-SI-330a.1	Percentage of employees that require a work visa	Percentage (%)	Operating Responsibly – Best practices in labour relations (p26)
	Employee Engagement	TC-SI-330a.2	Employee engagement as a percentage	Percentage (%)	Data not currently disclosed at group level
	Diversity Stats	TC-SI-330a.3	Percentage of gender and diversity group representation for executive management	Percentage (%)	Our People – Endava is all of us (p14) Endava plc 20-F 2024, Endava UK plc 2024
			Percentage of gender and diversity group representation for non-executive management	Percentage (%)	
			Percentage of gender and diversity group representation for technical staff	Percentage (%)	
Percentage of gender and diversity group representation for all other employees			Percentage (%)		
Intellectual Property Protection & Competitive Behaviour	Intellectual Property	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Presentation currency	Integrity and ethics – Our Code of Business Conduct and Ethics (p25)
Managing Systemic Risks from Technology Disruptions	Technology	TC-SI-550a.1	Number of performance issues	Number	Innovation & Data Integrity – Business Continuity (p49)
			Number of service disruptions	Number	
			Total customer downtime	Days	
	Business Continuity	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	N/A	
Activity Metrics	Technology	TC-SI-000.A	Number of licenses or subscriptions	Count	Innovation & Data Integrity – Business Continuity (p49)
			Number of licenses or subscriptions cloud-based	Percentage (%)	
		TC-SI-000.B	Data processing capacity	Million Service Units (MSUs) or other	Data not currently disclosed at group level
			Data processing capacity outsourced	Percentage (%)	
		TC-SI-000.C	Amount of data storage	Number – Petabytes	Data not currently disclosed at group level
	Amount of data storage outsourced	Percentage (%)			

Appendix 3.1 – Greenhouse Gas (GHG) Emissions Data – Global Operations

Table 1: Global GHG emissions (tonnes of CO₂ equivalent)

	Global Operations (tCO ₂ e)		
	FY 2024	FY 2023 Restated ¹	FY 2023
Global Scope 1 GHG Emissions			
Heating	472	611 R	689
Fleet	64	104 R	90
Total Global Scope 1 GHG Emissions tCO₂e²	536³ Ⓐ	715 R	779
Global Scope 2 GHG Emissions (Market based)			
Electricity (market-based)	2,069	2,405 R	2,113
District Heating	66	70 R	330
Fleet (market-based)	—	4	4
Total Global Market based Scope 2 GHG Emissions tCO₂e	2,135³ Ⓐ	2,479 R	2,447
Global Scope 2 GHG Emissions (Location based)			
Electricity (location-based)	1,860	2,156 R	1,859
District Heating	66	70 R	330
Fleet (location-based)	—	2	2
Total Global Location based Scope 2 GHG Emissions tCO₂e	1,926³ Ⓐ	2,228 R	2,191
Emissions from Own Operations (Scope 1 and 2, market-based)	2,671	3,194 R	3,226
Emissions from Own Operations (Scope 1 and 2, location-based)	2,462	2,943 R	2,970
Global Scope 3 GHG Emissions			
3.1 Purchased Goods and Services	11,311	11,884 R	11,288
3.2 Capital Goods	1,418	3,911	3,911
3.3 Fuel and Energy Activities not in Scope 1 or 2	930	1,219 R	1,098
3.5 Waste Generated in Operations	338	292 R	269
3.6 Business Travel	7,234	5,523 R	5,519
3.7 Employee Commuting	2,109	1,912 R	7,295
3.8 Upstream Leased Assets	373	250 R	222
Total Global Scope 3 GHG Emissions tCO₂e⁴	23,713	24,991	29,602
Total Emissions tCO ₂ e(market-based)	26,384	28,185 R	32,828
Total Emissions tCO ₂ e(location-based)	26,175	27,934 R	32,572

1. The figures that have been restated are indicated in the adjacent table by the letter R. The restatement reasons are discussed above in the section “Total GHG emissions”.
2. In FY2023 we excluded fugitive emissions from Total Global Scope 1 GHG Emissions reported in the adjacent table due to a lack of sufficient primary data. In FY2024 we calculated fugitive emissions to be zero. We have not restated FY2023 due to changes in methodology. Considering FY2024 fugitive emissions from refrigerant use is zero, FY2023 is likely to be immaterial as well.
3. PwC carried out a limited assurance engagement on selected Global GHG Emissions data for the year ended 30 June 2024 in accordance with International Standard on Assurance Engagements 3000 (revised) and 3410, issued by the International Auditing and Assurance Standards Board. The figures that have been covered by this assurance process are indicated in the adjacent table by the following symbol: Ⓐ. A copy of [PwC’s report](#) and our [methodology](#) is available via our website.
4. All categories (1 to 15) of Scope 3 emissions have been considered in our reporting for FY2024 and FY2023. Any Scope 3 categories not included in the adjacent table are considered to be either immaterial, or not applicable. A copy of our [methodology](#) is available via our website.

Table 2: GHG emission and energy intensity ratios for global operations

	Global Operations		
	FY 2024	FY 2023 Restated ¹	FY 2023
Intensity ratio (tCO ₂ e / £m revenue) ²	3.61	4.02 R	4.06
Intensity ratio (tCO ₂ e per employee) ²	0.23	0.27 R	0.27
Intensity ratio (tCO ₂ e per sqm) ²	0.03	0.03 R	0.03
Intensity ratio based on emissions from Scope 1, 2 market-based, and 3 (tCO ₂ e per employee)	2.24	2.36 R	2.74
Total energy consumption (MWh)³	7,459	8,902 R	9,768
Energy consumption intensity (MWh / £m revenue)	10.07	10.20 R	12.29
Energy consumption intensity (MWh per employee)	0.63	0.74 R	0.82
Energy consumption intensity (MWh per sqm)	0.09	0.09 R	0.10

1. The figures that have been restated are indicated in the adjacent table by the letter R. The restatement reasons are discussed above in the section "Total GHG emissions".
2. Intensity figures calculated based on GHG emissions from own operations (Scope 1 and 2, market-based).
3. Includes energy consumed as electricity and heating in buildings under Endava's operational control. 1MWh = 1,000 kWh.

Appendix 3.2 - Greenhouse Gas (GHG) Emissions Data - UK Operations

Table 3: GHG emissions from UK operations (tonnes of CO₂ equivalent)

	UK Only (tCO ₂ e)		
	FY 2024	FY 2023 Restated ¹	FY 2023
UK Scope 1 GHG Emissions			
Heating	11	21	21
Total UK Scope 1 GHG Emissions tCO₂e²	11	21	21
UK Scope 2 GHG Emissions (Market-based)			
Electricity (market-based)	35	42	42
Total UK Market-based Scope 2 GHG Emissions tCO₂e	35	42	42
UK Scope 2 GHG Emissions (Location-based)			
Electricity (location-based)	20	23	23
Total UK Location-based Scope 2 GHG Emissions tCO₂e	20	23	23
Emissions from Own Operations (Scope 1 and 2, market-based)	46	63	63
Emissions from Own Operations (Scope 1 and 2, location-based)	31	44	44
UK Scope 3 GHG Emissions			
3.1 Purchased Goods and Services	3,498	3,754	3,754
3.2 Capital Goods	52	744	744
3.3 Fuel and Energy Activities not in Scope 1 or 2	12	17	17
3.5 Waste Generated in Operations	7	9	9
3.6 Business Travel	2,377	1,975	1,975
3.7 Employee Commuting	35	97 R	199
3.8 Upstream Leased Assets	1	1	1
Total UK Scope 3 GHG Emissions tCO₂e³	5,982	6,597 R	6,699
Total CO₂e Emissions (market-based)	6,028	6,660	6,762
Total CO₂e Emissions (location-based)	6,013	6,641	6,743

1. The figures that have been restated are indicated in the adjacent table by the letter R. The restatement reasons are discussed above in the section "Total GHG emissions".
2. UK Scope 1 GHG Emissions reported in the adjacent table excludes fugitive emissions for FY2023, due to a lack of sufficient primary data. See Table 1 and associated footnotes for further information.
3. All categories (1 to 15) of Scope 3 emissions have been considered in our reporting for FY2024 and FY2023. Any Scope 3 categories not included in the adjacent table are considered to be either immaterial, or not applicable.

Table 4: GHG emission and energy intensity ratios for UK operations

	FY 2024	UK Only FY 2023 Restated ¹	FY 2023
Intensity ratio (tCO ₂ e per employee) ²	0.16	0.17 R	0.17
Intensity ratio (tCO ₂ e per sqm) ²	0.03	0.04 R	0.04
Total energy consumption (MWh)³	159	235	235
Energy consumption intensity (MWh per employee)	0.55	0.65	0.65
Energy consumption intensity (MWh per sqm)	0.10	0.13	0.13

1. The figures that have been restated are indicated in the adjacent table by the letter R. The restatement reasons are discussed above in the section "Total GHG emissions"
2. Intensity figures calculated based on GHG emissions from own operations (Scope 1 and 2, market-based).
3. Includes energy consumed as electricity and heating in buildings under Endava's operational control.
1MWh = 1,000 kWh.

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