Sustainability Report

BecomingX

Statement from our founders

Our founding purpose at BecomingX is simple - to create a world where everyone can realise their potential. Simple to say. Extraordinarily hard to execute. To achieve something no-one has ever done before requires us to think differently. To behave differently. Above all, to do differently. This a trait we learned from all the world-class high performers we have been privileged to film.

We're proud of the progress we've made so far. Last year we worked on four major social impact projects, each in collaboration with some the world's biggest companies. We supported Ukrainians, helped people take action on sustainability, showcased how young people can build life-changing careers and began a journey to change the lives of refugees. We also established BecomingX Education in more schools than ever before, with 50% of our school users being from disadvantaged communities. We also spent the equivalent of 10% of employees' time doing pro-bono work to support BecomingX Foundation, the charity we set up to deliver our mission in underserved communities around the world. Our revenues increased by 106% too.

Whilst this is all encouraging, and it makes for a nice report, it's not enough. It's not even close. We're climbing a metaphorical Everest here (but much harder). Right now, we're not even at base camp. Do we know the exact route? Not exactly. But we know we're moving in the right direction. Always forward. Every day a little higher.

If we've learned anything from sharing the stories of the world's most inspiring and iconic people, it's that progress is rarely made in giant leaps. Real progress often happens in the shadows, away from the public gaze. It comes from learning how to do a thousand small things well. It comes from relentless effort. From failure. From resilience.

We know these things, and we won't give up until everyone else knows them too.

Bear Grylls
Co-Founder

Paul Gurney
Co-Founder and
CEO BecomingX

Project highlights

BecomingX Ukraine

When the war broke out in Ukraine, we wanted to help. Working with BecomingX Foundation, and supported by Amazon and Accenture, we are building 'BecomingX Ukraine' - a free online learning platform to help Ukrainians build skills, increase confidence and enhance employability. Launching in 2024, BecomingX Ukraine is being developed in collaboration with the charity United24 and aims to help millions of Ukrainians realise their potential.

Sustainability Hour ▶ WATCH VIDEO

A lot can happen in an hour... Especially if you can mobilise volunteers from all over the world to take action to support their environment and community. Working with Accenture, BecomingX helped develop the concept of a pioneering initiative called 'Sustainability Hour' to support The Global Goals, encouraging people to spend just one hour volunteering to have a positive impact.

Engineering Heroes ▶ WATCH VIDEO

For many young people, the idea of a professional career is so far removed, that it is not even considered as a possibility. Working with Amazon and the Royal Academy of Engineering, we aimed to change that. 'Engineering Heroes' showcases the stories of eight of the world's most inspiring engineering ambassadors. The films demonstrate that whatever our backgrounds, we all have the potential to achieve extraordinary things.

Horizons

Trauma for refugees doesn't end when they escape violence or persecution. Clear evidence shows the challenges faced by the 29.4m refugees in realising their potential. With founding supporter Deloitte, BecomingX is developing 'Horizons', a concept app to support refugees and hosts, providing them with the critical information and services to integrate more effectively - reducing stress and costs, increasing employment, supporting public services and enhancing social cohesion.

Highlight metrics

9.8%
Equivalent amount of time invested in pro-bono projects

5.7%
Equivalent amount of revenue donated in products and cash

485
Number of schools using BecomingX Education

50%
Percentage of users from deprived communities [1]

106%
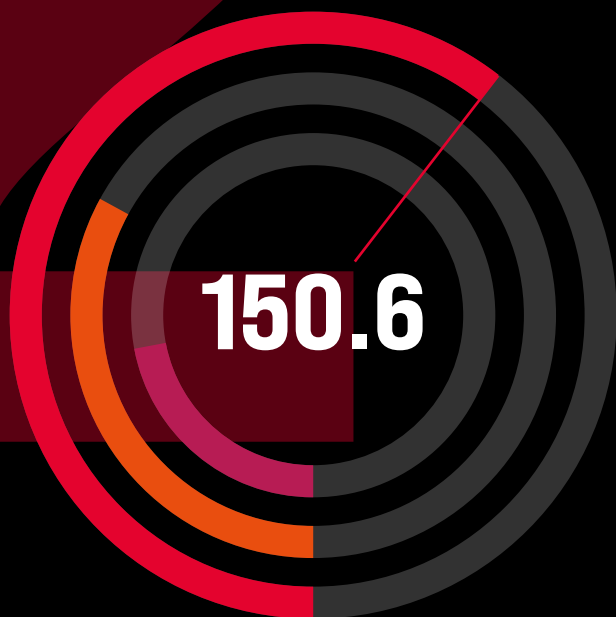**Revenue growth in the last financial year**

-106%
BecomingX's net carbon position after offsetting 206% of all emissions

[1] Based on 76% of customers where both school population and deprivation data is available.

[2] This includes all historic scope 1, 2 and 3 emissions

B Corporation progress

150.6

We believe in the power of business to have a positive impact in the world, driving social, environmental and economic benefits. It's not enough to simply tell stakeholders you are high performers, you have to demonstrate this in everything you do. Every action. Even the ones that most people will never see. We also know that to build trust, other people should assess our performance. BecomingX is proud to be a 'Best for the World' certified B Corporation and we aim to continually improve our performance, no matter what it takes.

- 150.6: BecomingX B Impact Score (FY21)
- 80: B Corp Certification benchmark
- 50.9: Median score for ordinary business

Category	FY21 score	FY24 target	FY23 status
Governance	18.7	• Measure and manage sustainability performance over time • Develop a structured employee training programme	Complete
Workers	28.2	• Establish an employee share ownership scheme • Provide private healthcare to all employees and their families • Establish primary and secondary carer support policies	Complete
Community	53.7	• Invest 5% of employee time on pro-bono projects • Make product and cash donations equivalent to 5% of revenues • Create a supplier sustainability assessment process	Complete
Environment	16.8	• Offset 200% of all carbon emissions • Incentivise employees to use 100% renewable energy at home	Complete
Customers	33.0	• Develop learning and development services for corporates • Deliver three collaborative social impact projects with partners • Create partnerships to support customers in deprived areas	Complete

Certified B Corporation

Best for the world

BecomingX was awarded 'Best for the World' status for both 2021 and 2022 in recognition for being in the top 5% in the world for the size of its business.

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Becoming✕

www.becomingx.com