

# lancia consult



# Social Impact Report 2025

# Hello from us

## Welcome to Lancia Consult's Social Impact Report 2025.

Many of the partnerships and initiatives you'll read about are continuations of work that began years ago. What has changed is not our intent, but our maturity - and the genuine care with which we show up. Applying clearer structure, stronger data, and more deliberate learning to the way we support our partners.

Across our global offices, our teams have continued to give their time, skills, and energy to causes that matter to them. From strengthening charity operations and governance, to widening access to education and supporting environmental action, this is what being invested looks like in practice: **practical delivery, collaboration, and long-term impact.**

Thank you for taking the time to explore this part of who we are.



In 2025, our focus has been on  
depth rather than breadth.



**Jeffrey Cronkshaw**  
*CEO & Founder*

"Thirteen years in, and the thing that stands out most is how much our people lead this work. They choose the partners, they give the time, they show up year after year - sometimes to the same organisations, building something that actually lasts. What you'll read in this report is the result of that consistency: deeper partnerships, more deliberate delivery, and a team that continues to grow through the work they do for others. That's what makes me proud, and it's what keeps us going."



**Nic Norman-Smith**  
*CFO*

"At board level, our job is to make sure social impact isn't treated as a separate agenda - it has to be part of how we run the business. What I see at Lancia gives me real confidence that it is. The work in this report isn't driven by policy or compliance. It's driven by people who care, backed by a business that takes its responsibilities seriously. That combination is what makes it sustainable - and what the board will continue to hold ourselves to."

**"13 years in,  
and the thing  
that stands out  
most is how  
much our  
people lead  
this work."**



Our social impact work continues to be guided by two long-standing themes: **Education and Environment.**



### Our Social Impact Themes

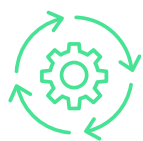
These themes were shaped by our people and have remained consistent because they reflect both global need and personal conviction across our teams. Rather than shifting focus year to year, we have chosen to deepen our contribution within these areas - learning alongside our partners and refining how we support them.



We believe education plays a critical role in shaping opportunity, confidence, and long-term outcomes.

# Education

Our work in this area focuses on **widening access, building skills, and supporting organisations** that help young people navigate education, employability, and professional life. In 2025, this has included:



## Providing practical consulting

mentoring, and systems support to education-focused charities



## Partnering with schools

and youth organisations to build confidence and aspiration



## Supporting social mobility

initiatives that broaden access to professional careers

# Environment

Our environmental work focuses on **enabling organisations and communities to take informed, practical steps** - from environmental education to organisational strategy and impact measurement.

In 2025, we continued to track and offset the carbon impact of our business. Through our travel management platform Perk, carbon offsetting is now embedded directly into how we book and manage travel (the major driver of our footprint) - shifting from periodic bulk purchasing to a pay-as-you-go model that connects each journey to its environmental cost. Alongside this, we maintained our Ecologi partnership through the year, together offsetting more than we emitted from business travel. **This year, our work has continued to centre on:**



Responding to damage to the environment requires both action and understanding.



**Supporting environmental education**

and youth-led climate action



**Strengthening strategy and impact frameworks**

for environmental organisations



**Embedding environmental responsibility**

into how we operate as a business

# Our impact themes align with **our values**



## Practical

We apply our decades of experience in a way that works. We're hands-on, side by side, with our clients, immersing ourselves in the nitty-gritty details.



## Entrepreneurial

We approach everything with fierce ambition, responsibility and ownership. We are agile, dynamic, and innovative.



## Genuine

We conduct ourselves with honesty and integrity at all times. We deliver thoughtfully, empathetically and with genuine care.



## Invested

We care passionately about our clients, our people and the communities we operate in.



# Our Strategy for Achieving Social Impact

Our approach to social impact is rooted in consistency and collaboration.

Rather than short-term interventions, we focus on building long-term partnerships where our skills and experience can add sustained value. This often means working alongside organisations as they clarify strategy, improve systems, and strengthen the foundations that allow them to grow and deliver impact.



In practice, this looks like:



**Offering Pro-Bono and Low-Bono consulting support** where our skills can unlock the greatest long-term benefit



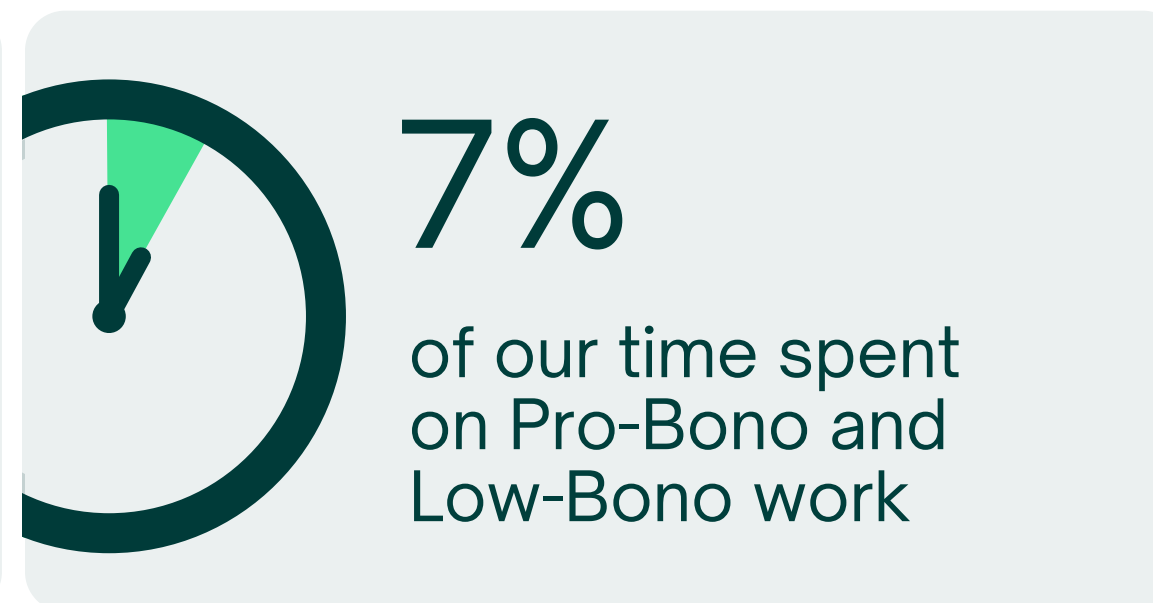
**Returning to partners** over multiple years as their needs evolve and our understanding deepens



**Trusting & empowering our teams to lead** and shape initiatives that matter to them

Across our global business, our ESG working groups continue to play a key role in helping to set priorities, share learning, and ensure our impact work remains grounded in delivery rather than intention.

# Our Impact in Numbers



# Impact Theme: Education

## Education partnerships in 2025

Education remains a cornerstone of our social impact work. In 2025, our partnerships continued to focus on widening access, building confidence, and supporting organisations that help young people navigate education, employability, and professional life.



Each organisation below is presented on its own page, reflecting the **depth of our partnerships** and the distinct role each plays in supporting opportunity and progression.

# Gateway Project

## Broadening access to professional careers

Our relationship with The Purbeck School has evolved into something bigger.

**Through the Gateway Project, we are part of a collective of professional services firms committed to improving social mobility across the UK.** The initiative connects pupil premium students with employers, providing structured, high-quality work experience that builds confidence, skills and awareness of professional career pathways.

**In 2025, the programme continued to grow** - both in the number of pupils supported and in the number of consultancies and schools participating. What began as a single partnership has become a coordinated, scalable model for widening access to professional work experience.

## A structured and supportive experience

The Gateway model is deliberately practical. Schools are identified and coordinated centrally, and participating firms are provided with tested frameworks and session materials. This ensures students receive a consistent, high-quality experience while allowing each organisation to deliver in a way that reflects its own culture.

**From the student perspective, structure matters:**

*“Knowing the schedule helped to calm the nerves. As not everyone had access to emails in school, it was great that the Gateway Project came and met us in person before the week of work experience which gave me reassurance.”*

**Oreoiuwa**  
Student

The programme combines workplace exposure with core employability skills - presentation, communication, teamwork and critical thinking.

**Students reflected on tangible skills gained:**

- ✓ Improved presentation skills
- ✓ Greater confidence
- ✓ Stronger critical thinking
- ✓ Learning how to communicate clearly and make eye contact
- ✓ Understanding how to structure engaging slides and messages

**For some, it shifted their perception of professional industries entirely:**

*“I would like to look into this sector more as I really enjoyed the environment. I would love to be able to work in a tech industry in the future.”*

**Josephine**  
Student

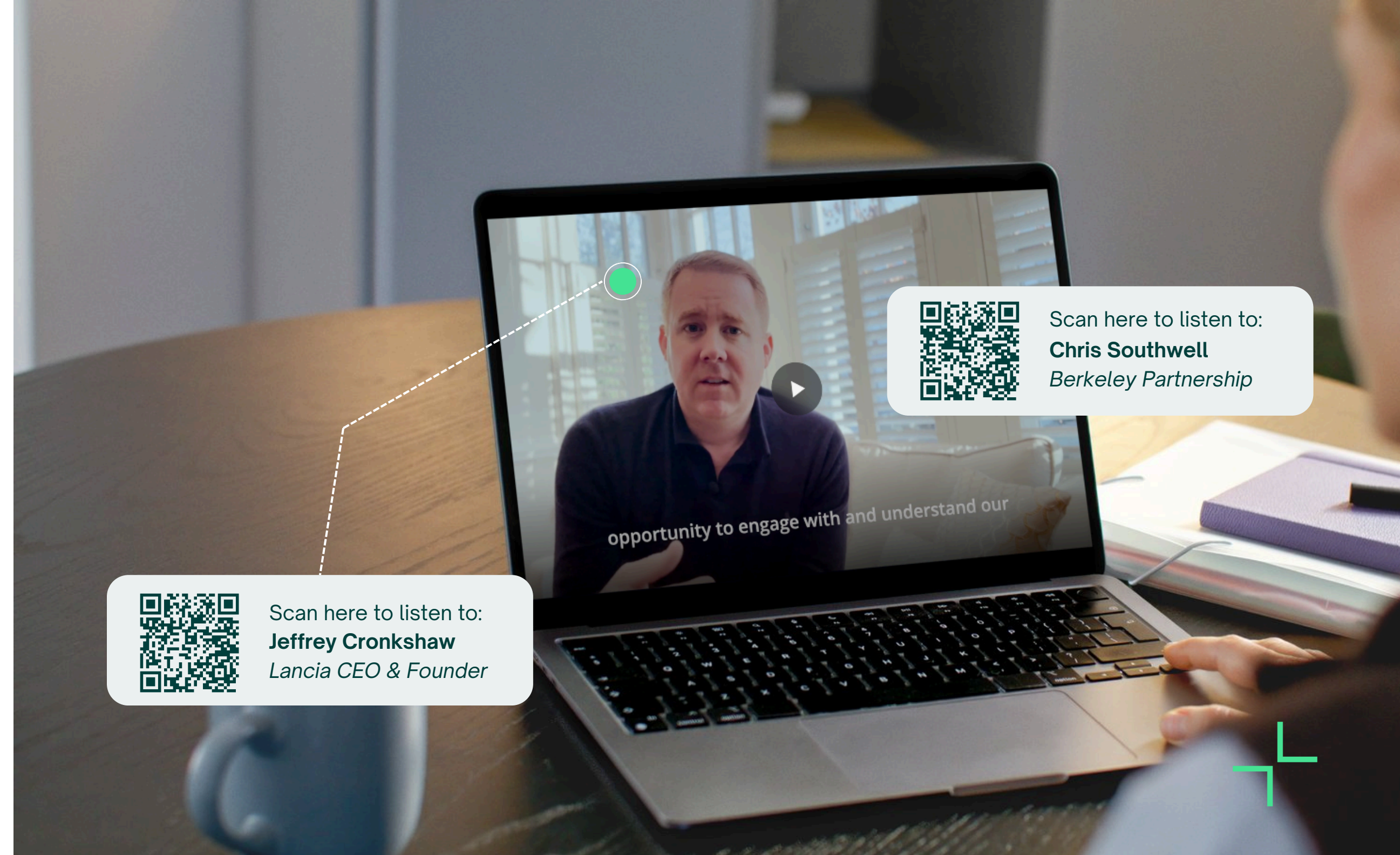


## Recognition from schools

Teachers have highlighted the depth and quality of the experience:

*“An exceptional approach to careers prepares pupils for their next steps. Aspirational trips and high-profile speakers complement the detailed career learning. For example, pupils have an annual residential visit to Bristol to work with an employer and experience working life in a city.”*

**Michelle Scott**  
The Purbeck School



Scan here to listen to:  
**Jeffrey Cronkshaw**  
Lancia CEO & Founder

Scan here to listen to:  
**Chris Southwell**  
Berkeley Partnership

In 2025, new member consultancies joined the initiative and additional schools expressed interest in participating in 2026. Our role has extended beyond hosting pupils: we have supported onboarding new firms, sharing materials and helping embed a repeatable, sustainable model. The Gateway Project is still evolving, but the direction is clear, depth of experience, practical skills development, and a growing employer network committed to widening access to professional services.



**THE PURBECK SCHOOL**  
ACHIEVING EXCELLENCE TOGETHER

## Building confidence, aspiration, and access

In 2025, we were proud to **welcome six students from The Purbeck School to our Bristol office** for a week of work experience through the Gateway Project, marking our third consecutive year of partnership.

Over the course of the week, students took part in sessions led by our team covering presentation skills, communication, research techniques, CV writing, interview preparation, and an introduction to consulting. Alongside structured sessions, shared meals and activities around Bristol gave students the chance to experience professional life in a new environment and build relationships with our wider team.

What stood out most was the shift in confidence. At the start of the week, some students were unsure about their next steps after school. By the end, all left with clearer aspirations, greater self-belief, and enthusiasm for sixth form, college, and future careers they had not previously considered.

For our team, the partnership continues to be as rewarding as it is impactful, offering perspective, shared learning, and a tangible way to support social mobility.

## We are already preparing for our fourth year of hosting Purbeck students in 2026.

“The Gateway Project is an incredible opportunity to break down barriers, open up career paths, learn from young talent and this year was no exception. Welcoming the Purbeck students again was a real privilege for all of us at LC. Their energy filled our office with joy, Dorset jam, and fresh perspectives that keep our profession future-ready. We’re grateful to play even a small part in their stories.”

**Ana Anaya**  
*Managing Consultant*

It was a pleasure to host the girls who joined us at LC through the Gateway Project 2025. The experience gave me a direct insight into the challenges faced by students from different backgrounds to myself and offered the opportunity to offer career and life advice. I particularly enjoyed seeing their confidence grow throughout the week and seeing their attitude towards work and further education blossom from quite a limited view, growing to match the vast potential they possess. For any company thinking about getting involved, I would absolutely recommend. The 1 - 2 hours of commitment per team member over the week really can make a difference for young people who might never otherwise encounter professional services roles - especially consulting - in such an engaging and accessible way.”

**Jaz Thomas**  
*Consultant*



What stood out most was the shift in **confidence**



Supporting inclusive play and improved health outcomes for disabled children and young people.

Gympanzees is a Bristol-based charity providing inclusive play, exercise, and social opportunities for young people with disabilities, creating spaces where children and families can connect, move, and thrive.

In 2025, we continued our support for Gympanzees for a second year, building on the partnership established in 2024 through participation in the Gympanzees Dragon Boat Race, where colleagues, friends, and family came together to raise funds for Project Home - Gympanzees' ambition to create a state-of-the-art facility in Bristol where children with disabilities and their families can come together to play, exercise, and make friends.



## The Gympanzees Dragon Boat Race

Following its debut in 2024, the Gympanzees Dragon Boat Race made a return and delivered another exciting day of paddling to Bristol Harbourside. Members of our team plus friends and family of Lancia Consult took up their oars and got stuck in, racing against other organisations across the Bristol area and ultimately bringing home the prize as winners of the 2025 Gympanzees Dragon Boat Race.



Funds raised for Project Home: **£1,500**

More importantly however, our efforts helped to raise over £1,500 towards Project Home and collectively Gympanzees raised almost £30,000 from the day, bringing them one step closer to achieving their mission and establishing a home in Bristol. We're proud to have supported Gympanzees for two years running and are excited to continue working closely with them and raising awareness for a genuinely great cause.

# THE 93% CLUB Partnership

## Levelling the playing field for state-educated students

The 93% Club exists to bridge the gap between state-educated and privately-educated students by providing state-educated students access to networks, opportunities, and professional insight that is often unavailable to them.

Building on our ongoing partnership, 2025 saw us go beyond mentoring, panel discussions, and our role as a national sponsor, as we supported The 93% Club behind the scenes.

The 93% Club sought to enhance their member journey and communication by strengthening their technology stack. By deepening their understanding of how members and external stakeholders interact with their platform, they aimed to make more informed decisions about how best to support their community. Their primary challenge was to define their requirements clearly and identify the IT infrastructure needed to realise their vision.

We worked closely with The 93% Club team to complete a review of their systems and provide advice and guidance on how, through the use of an integrated Customer Relationship Management system, they could better support employer engagement and extend their reach.

1,000 Students took steps to accelerate their careers



We also had the opportunity to take part in the 2025 Social Mobility Factory, which saw over 1,000 students take steps to accelerate their careers through CV reviews, LinkedIn audits, mock interviews, and career conversations. For many attendees, this access to advice and insight represented a rare opportunity to prepare for professional environments with confidence.

This partnership reflects our belief that **access, not ability, is often the biggest barrier** and that practical support can make a meaningful difference.





180Degrees  
CONSULTING

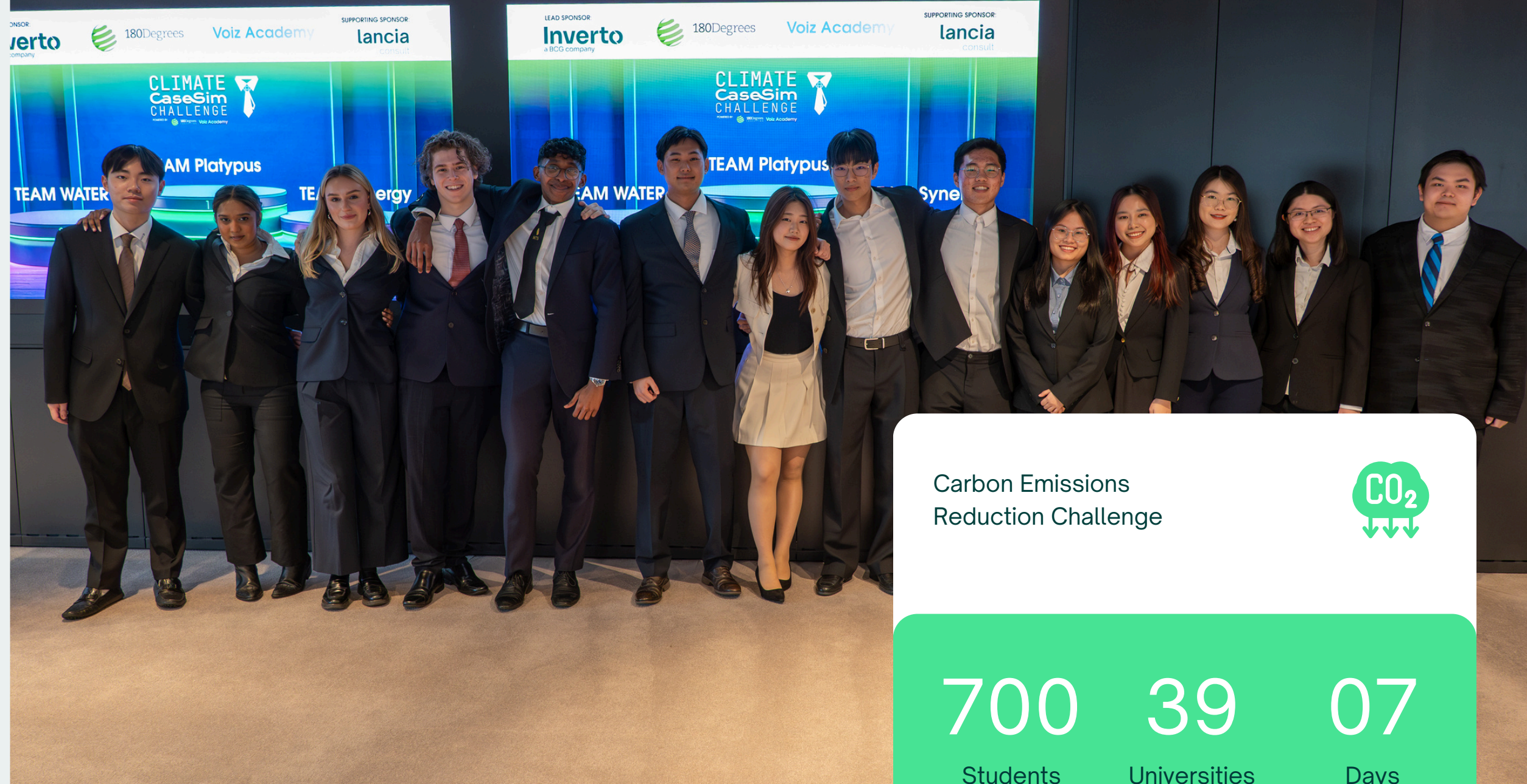
# National Case Competitions

Developing skills through real-world challenges


In 2025, we supported the next generation of problem-solvers by taking part in the UK's largest consulting case study competition, bringing together more than 700 students from 39 universities. Over the course of a **week-long challenge focused on carbon emissions reduction**, our consultants acted as mentors and judges alongside INVERTO (BCG), helping students structure complex problems, test ideas, and translate analysis into actionable recommendations.

“One of the best learning experiences I’ve had.”

Case Study Competitors



Beyond the competition itself, we delivered national consulting skills sessions throughout the year, sharing practical tools and insight into careers in the sector. Feedback from participants highlighted the value of this applied learning, with many preferring the experience to traditional academic case competitions. Our involvement reflects a long-standing commitment to skill-building and widening access to professional development opportunities.

Carbon Emissions Reduction Challenge 

700 Students    39 Universities    07 Days

*“Challenging but incredibly rewarding.”*

Case Study Competitors

- Fast-tracked recruitment opportunity to the 180DC Future Leaders Programme
- CaseBask Access
- 1:1 Career Coaching session with Voiz Academy
- 6 months of upskilling platform access



Young  
Enterprise  
Northern Ireland

# Strengthening foundations to support future growth

YENI supports thousands of young people across schools and colleges each year to build skills, confidence, and ambition through enterprise education and real-world learning.

In 2025, we worked with YENI to review how their technology and data were supporting their mission. Through a series of discovery sessions and workshops, we explored current processes, listened to challenges, and identified opportunities for improvement.



The review gave YENI a clear picture of where things stood and set out a practical, evidence-based roadmap for development.

Focusing on both short-term operational improvements and longer-term goals around their CRM and project management systems, the work delivered clarity, confidence, and a renewed sense of direction – ensuring YENI’s technology continues to support their mission to inspire the next generation at scale.



*“The value and impact of this work has provided **key insight into our current processes** and delivered a clear, actionable roadmap for future development.”*

**Carol Fitzsimons MBE,**  
Chief Executive of YENI



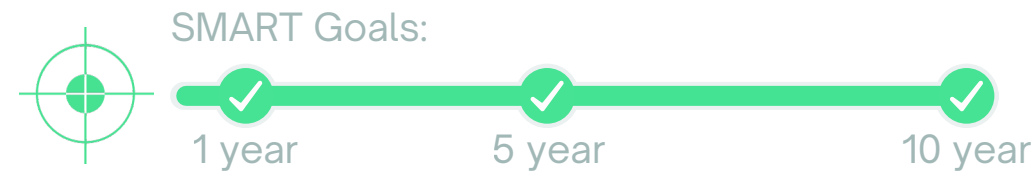


**HorseWorld**

## Creating clarity, alignment, and long-term direction

HorseWorld is a UK-based charity dedicated to improving outcomes for both horses and young people. While the organisation was already delivering remarkable results for its beneficiaries, they faced a fundamental challenge: they could not clearly articulate the unique purpose and mission that underpinned their success. While also navigating new leadership, preparing for significant change, and managing disconnected staff groups with competing priorities, this lack of a unified voice made it difficult to communicate impact externally and to plan strategically for the future.

In 2025, we partnered with HorseWorld to **develop a unified Theory of Change** that could serve as both a narrative foundation and a strategic planning tool. Over the course of five workshops, we worked with staff across every level of the organisation - from grooms and frontline teams to senior leadership, trustees, and beneficiaries — gathering diverse perspectives and ensuring the final model reflected a truly collective voice. This inclusive approach fostered buy-in across all levels and created a foundation for meaningful change.



Using the Theory of Change, we then supported strategic planning with the senior management team, helping prioritise and sequence initiatives, before working with the Board of Trustees to define SMART goals aligned to one-, five-, and ten-year horizons. By embedding the Theory of Change into every layer of the organisation, we helped HorseWorld move from uncertainty to clarity, empowering them to tell their story with confidence and purpose.

**The result was an organisation united around a shared understanding of purpose, and a practical framework** now embedded in day-to-day decision-making. Externally, HorseWorld is better equipped to communicate its mission with a single, compelling voice, strengthening relationships with funders and partners as it prepares to navigate future change and scale its impact for years to come.

“The Lancia team quickly immersed themselves in our organisation and developed an approach tailored to us.

Guiding us through the Theory of Change process, they were inclusive, impartial and constructive. Always ensuring that we stayed focused on our goals. We now have a robust and compelling theory of change that the whole organisation helped to define, and is bought into as we move forward.”



**Jo Coombs,**  
CEO

# QUEER BRITAIN

| the national LGBTQ+ museum

## Strengthening digital foundations for long-term cultural impact

Queer Britain Museum is the UK's first dedicated LGBTQ+ museum, established to celebrate, preserve, and share LGBTQ+ history, culture, and stories. As the organisation grew in ambition and operational scale, it identified the need for stronger technology and data foundations to support its future as a national cultural institution.

In 2025, we partnered with the Queer Britain team to carry out a Technology and Data Assessment, exploring how existing systems were supporting their mission and where improvements could unlock greater impact. Through a series of discovery sessions with staff and leadership, we mapped challenges and opportunities across HR, volunteer coordination, collections management, and reporting.



The outcome was a clear, evidence-based roadmap for change. Recommendations focused on both short-term operational improvements and longer-term transformation, including:

- ✓ **Centralised** Human Resources Platform
- ✓ **Enhanced** Collections & Curation Systems
- ✓ **Improved** Reporting Capability
- ✓ **Stronger** Governance & Cybersecurity

Queer Britain has already begun implementing several of the identified quick wins, reducing manual effort, improving data quality, and building confidence in its systems. The project has provided clarity, direction, and a stronger foundation to ensure technology continues to support the museum's mission and long-term sustainability.





## Embedding systems that support long-term youth outcomes

XLP is a London-based youth work charity supporting young people to build positive futures through education, work experience, mentoring, and sport, with a strong focus on wellbeing and emotional development.

Our partnership with XLP began in 2023, when we worked with the organisation to assess its technology needs and support the acquisition and end-to-end implementation of Salesforce Nonprofit Cloud. This investment created a stronger foundation for tracking impact, supporting strategic decision-making, and enabling more effective fundraising.



In 2025, our support focused on helping XLP transition the platform into business-as-usual use. We relaunched the CRM with enhanced functionality and established a repeatable development process, ensuring future improvements can be embedded smoothly and sustainably.

This phase of work has helped XLP realise the full value of its system upgrade - strengthening data quality, supporting day-to-day operations, and enabling the organisation to focus more time and energy on supporting young people across London.

Strengthening data quality + Supporting operations



More time and energy on supporting young people



## Supporting alternative pathways into professional careers

OuterCircle are a community based organisation founded by a former apprentice with a vision to improve the path into and through apprenticeships. The organisation aims to support individuals through the full apprenticeship journey from aspirational secondary-aged students to current apprentices.

They offer advice and guidance on how to prepare for an apprenticeship, navigating the application process and what to expect once you have secured a job. They partner with schools and companies to offer events to upskill young people in preparation for their future career.

As part of our collaboration, we supported:



**An Interview Day**  
*at Montpelier High School*

Here we conducted mock interviews with the students and provided feedback to give them a chance to develop their professional skills.



**A CV workshop**  
*for years 10-12*

An event aimed at giving students in Bristol an opportunity to learn more about the apprenticeship route and how to prepare for the professional environment.



# Impact Theme: Environment

## Environment partnerships in 2025

Our environmental impact work continues to focus on enabling long-term, practical change, supporting organisations to strengthen strategy, embed learning, and build the foundations needed to deliver meaningful environmental initiatives.



As with Education, each environmental partner we support is presented on its own page, **reflecting the depth of work involved** and the maturity of these partnerships.



## Clarifying strategy to scale climate education

Green Schools Project empowers young people to lead environmental action within their schools and communities, placing climate education and action at the heart of school life.

In 2025, we supported Green Schools Project through a **key phase of strategic development**. Our work began with a focused workshop to co-develop a clear and actionable **Theory of Change**, defining the outcomes the organisation seeks to achieve and the mechanisms required to deliver them.

Later in the year, we facilitated a strategy workshop that brought the Theory of Change together with Green Schools Project's existing plans. The result was a refreshed three-year strategy that aligned ambition with evidence, clarified priorities, and strengthened decision-making.



This work has equipped the team with a practical framework to guide growth, deepen impact, and continue supporting schools, young people, and communities responding to the climate crisis.



*"The pro bono strategic consultancy provided by Lancia over the past year has been instrumental in shaping Green Schools Project's future. Their support was invaluable in refining our Theory of Change and establishing a clear strategy for the next three years. Lancia's expertise and clarity, delivered through expertly facilitated workshops, successfully challenged our team to think strategically, directly leading to a new roadmap that will significantly build upon and extend our mission to support schools, young people, and their communities in responding to the climate crisis."*

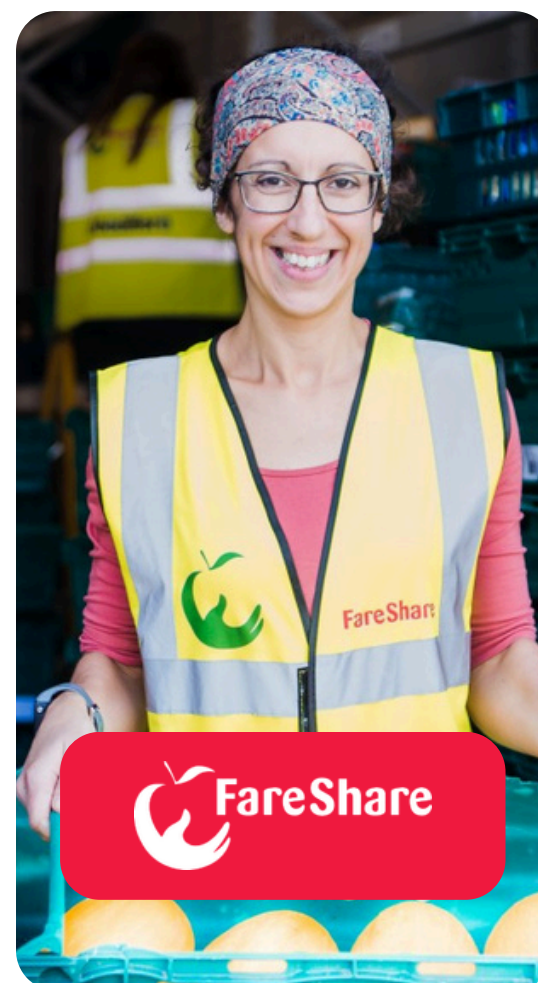
**Henry Greenwood,**  
Founder and Managing Director  
of Green Schools Project

# The Felix Project and FareShare

The Felix Project and FareShare UK are two of the UK's leading charities tackling hunger, food insecurity and food waste.

FareShare UK is the UK's largest food redistribution charity, while The Felix Project is London's leading organisation rescuing surplus food and redistributing it to over 1,200 community organisations and schools across the capital.

**Their shared mission is clear: to ensure good food is never wasted and no one goes hungry.** In 2025, the two charities formally announced a merger to scale their national reach, strengthen advocacy on food waste, and expand innovative programmes including Kitchens, Farm Rescue, Employability support and community based initiatives.



## Creating a suite of communications materials

Over a seven-week engagement, we supported the newly merged organisation through a pivotal stage of transformation, creating a suite of communications materials designed to build clarity, alignment and confidence among colleagues, volunteers, trustees, partners and funders.



1200

Community organisations and schools receive surplus food

**These materials articulated the organisation's identity, purpose and unified impact across the UK.**

They highlight both the scale of the national food waste challenge and the extensive reach of its partner network. This enables charities to redirect funding into wider services such as housing support, recycling initiatives, prisoner rehabilitation and children's programmes. The assets are now embedded as business-as-usual tools and are regularly used to brief key stakeholders.

# Other Things Close to Our Heart

## Community partnerships in 2025

Across APAC, our teams continued to support community organisations through hands-on volunteering, donation drives, and long-standing relationships rooted in local need.



Each initiative below is presented on its own page, reflecting the practical contribution and continuity behind the work.



## Sustaining dignity through consistent support

Willing Hearts is a volunteer-run charity operating one of Singapore's largest soup kitchens, preparing and distributing over 9,000 hot meals daily across more than 70 locations. Beyond meals, the organisation provides essential services including healthcare access, transitional shelter, and social programmes.

Building on our volunteering in 2024, our team returned in December 2025 with a 15-strong group from across the business. From Analysts to Managing Directors, colleagues spent the weekend supporting kitchen operations - cleaning, preparing meals, and contributing time where it was most needed.


Returning for a second year reinforced the scale and consistency required to support vulnerable communities year-round. This continued partnership reflects our commitment to **showing up reliably, not just episodically, for causes close to home.**



**15**  
Lancia  
volunteers



From analysts to  
managing Directors



**9000**  
Hot meals daily

# Food From The Heart National Day Food Drive

Community solidarity through everyday action

On Singapore's National Day, our local team took part in a Food Donation Drive organised by our co-working space partner in collaboration with Food from the Heart (FFTH).

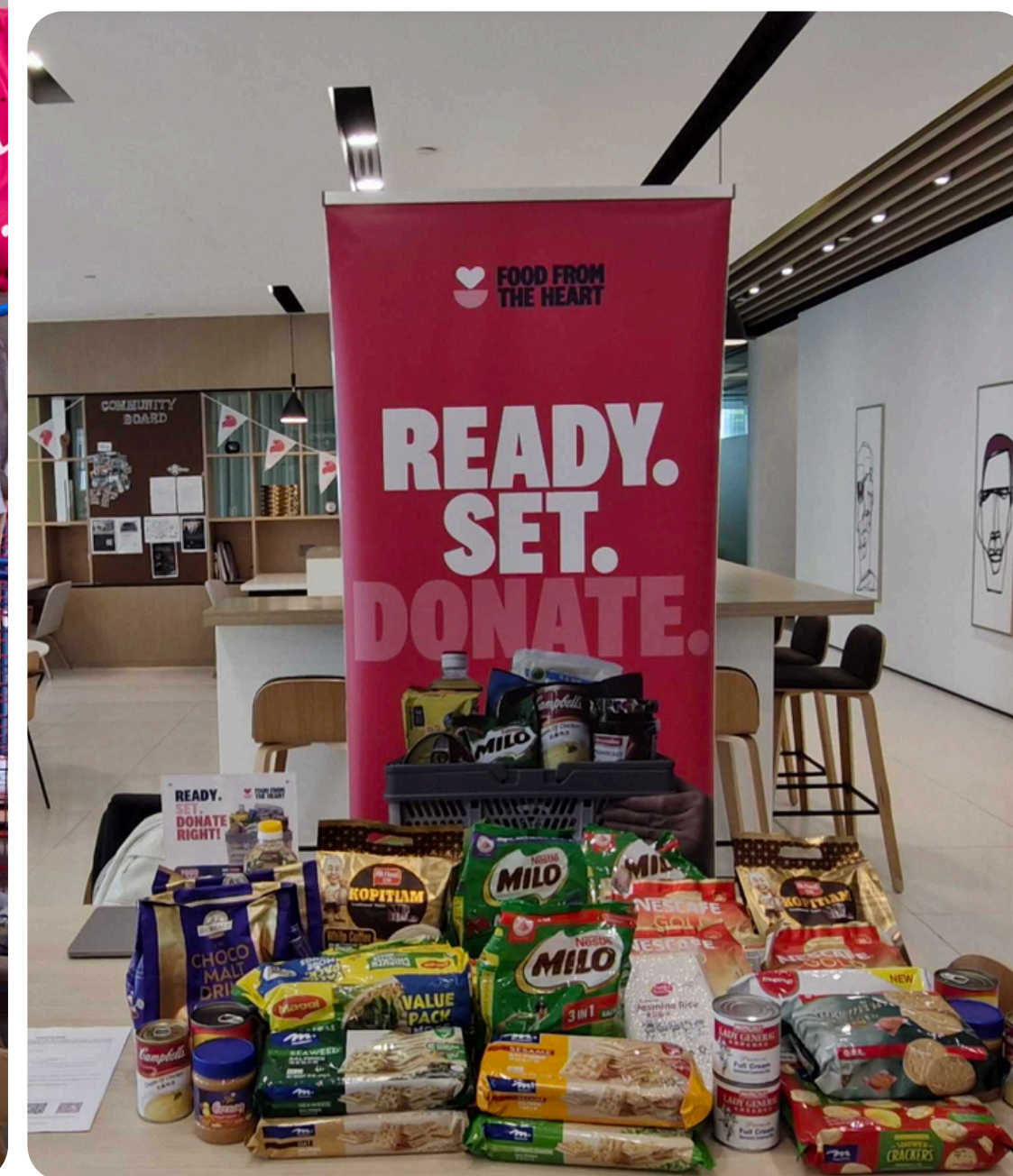
FFTH is a well-established local charity addressing food insecurity by redistributing surplus food and providing sustainable support to low-income families, seniors living alone, and vulnerable individuals. In 2024 alone, the organisation supported close to 64,000 beneficiaries across Singapore.

Our team contributed essential food items, from staples to canned goods - a simple but meaningful way to mark National Day through collective care and community responsibility.



64,000

beneficiaries  
across Singapore



# Christmas Shoebox

This Christmas, our London, Bristol and Belfast teams stepped up to spread a moment of warmth and connection during the festive period. Colleagues came together to assemble shoeboxes, hampers and bags filled with food, gifts and practical items to support vulnerable individuals and families.



## Teams4U

In London, the team supported Teams4U assembling shoeboxes of toys for children and families in deprived communities across the world. These boxes will reach young people who may not otherwise receive anything at Christmas.



## Help Bristol's Homeless

Further west, our Bristol team partnered with Help Bristol's Homeless, contributing practical items including clothing, food and sanitary products to support Bristol's homeless.



## The Welcome Organisation

In Belfast, the team prepared Christmas hampers for The Welcome Organisation, a charity supporting people experiencing homelessness across the city. The items donated were distributed through soup kitchens in Belfast City Centre to those most in need.



# LC10/10

## A shared tradition of collective action

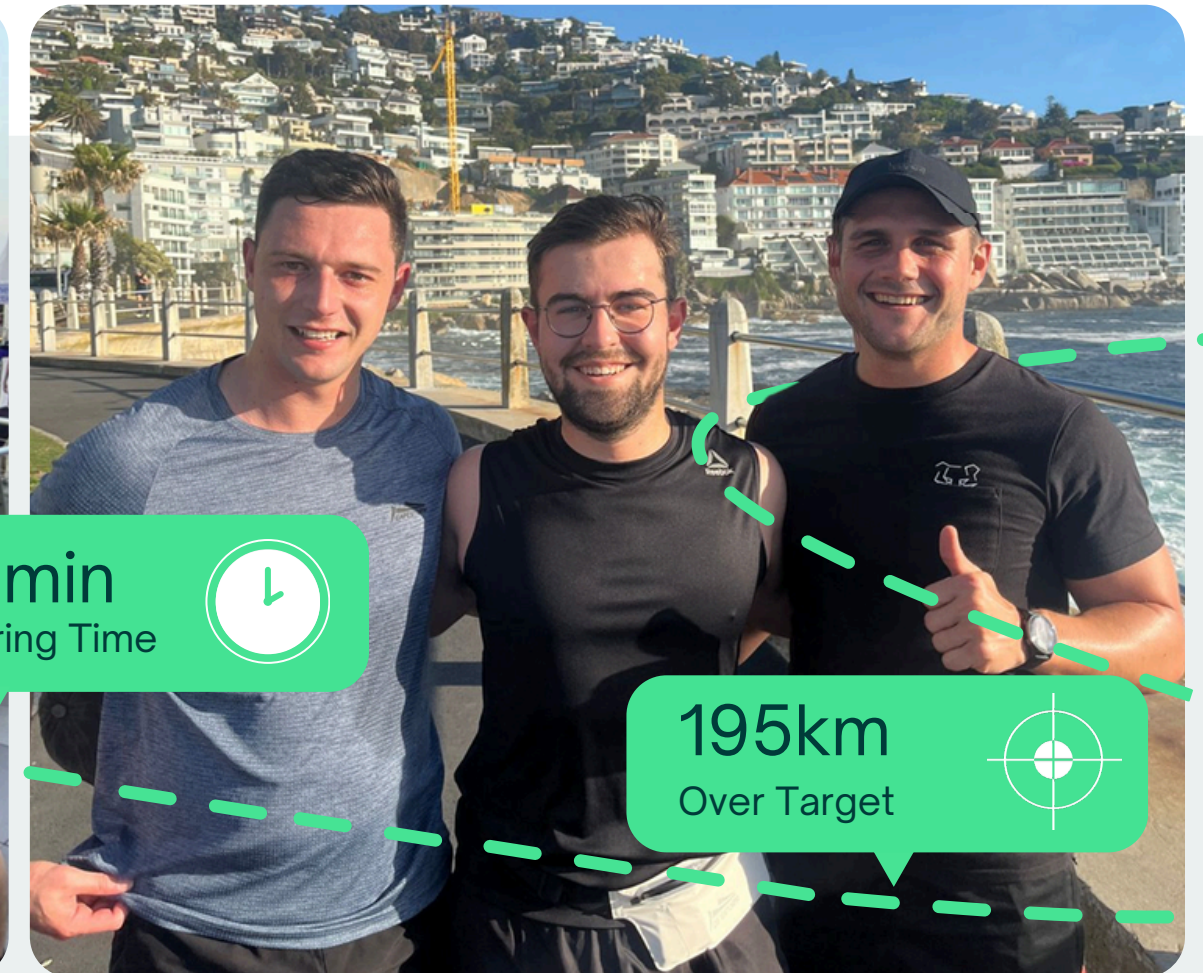
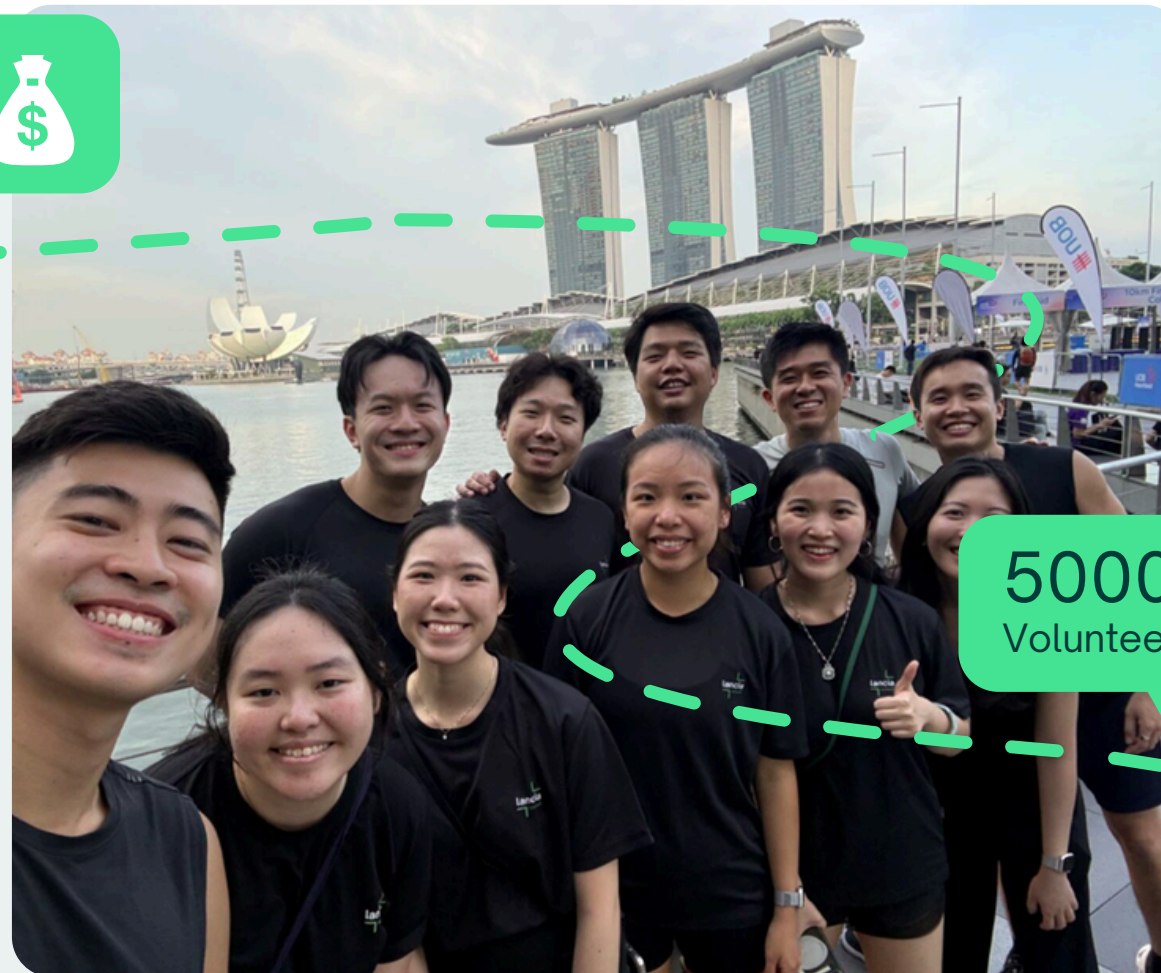
LC10/10 has been part of Lancia Consult's calendar since 2018 and remains one of our most recognisable global giving initiatives. What began as a simple team challenge has grown into a shared moment each year where colleagues, clients, friends, and family come together across regions to support causes close to our hearts.

Held annually around World Mental Health Day on 10 October, LC10/10 brings together our offices across APAC, Europe and South Africa through a collective physical challenge. For every kilometre completed, Lancia Consult donates both funds and volunteer time to selected charity partners, reinforcing our belief that meaningful impact is created through participation, not just contribution.

In 2025, teams across multiple countries once again took part, contributing kilometres from a wide range of locations and environments. The scale of participation reflected not just geographic reach, but a shared commitment to showing up together.


Together, we went beyond our original goal, reaching an incredible 1,195 km - surpassing our 1,000 km target and unlocking \$5,000 SGD in donations alongside 5,000 minutes of volunteering time for our charity partners.


That collective effort is equivalent to completing almost **28 full marathons as one team**, or roughly travelling from Singapore to Bangkok.



Funds and volunteer time raised through LC10/10 supported charity partners aligned to our core impact themes, including organisations working in

 Mental health

 Education

 Community support

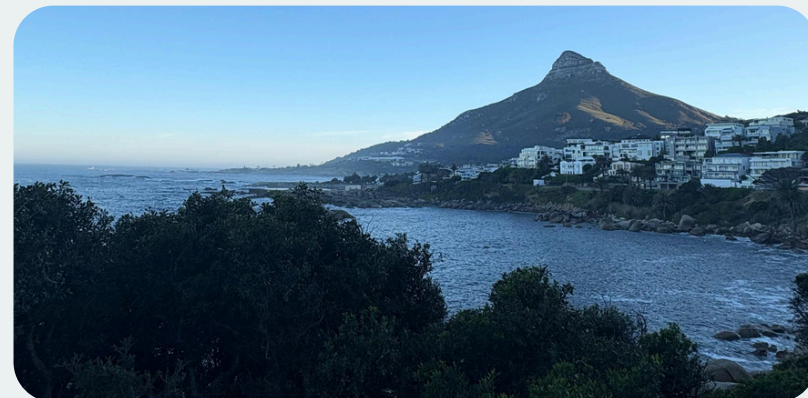
These contributions complemented our wider year-round partnerships, helping sustain delivery and capacity where it was most needed.

Beyond the numbers, LC10/10 continues to serve an important internal role - bringing teams together, encouraging wellbeing, and reinforcing a sense of collective purpose across regions.

As LC10/10 continues to evolve, its role remains the same:

creating space for collective action that is inclusive, energising, and grounded in real support for our partners.

We look forward to carrying this tradition forward in the years to come, alongside the many other ways our teams contribute throughout the year.



# ESG Fundraising Events

## Lancia Consult Ultra Ironman Challenge (Q1)

### Testing endurance in support of long-term partners

We began our 2025 ESG fundraising calendar with the LC Ultra Ironman Challenge, a Europe-wide initiative that brought together teams from Belfast, London, and Bristol in support of two long-standing charity partners: XLP and Green Schools Project.



### The Challenge: Complete 6 Ironman distances

Throughout March, each office was challenged to complete two full Ironman distances. Each Ironman comprised 4 km of swimming, 180 km of cycling, and 42 km of running, with every kilometre contributing directly to fundraising totals.



## We exceeded our goal by 422km, raising £3,900 for charity



By the end of the challenge, our teams had not only met their collective goal of six completed Ironmans but exceeded it by 422 kilometres, covering a total of 1,778 km and raising £3,900 for our charity partners. Two team members even went the extra mile, completing a full Ironman solo and unlocking additional donations.

Funds raised supported XLP, a London-based youth charity **empowering over 4,000 young people facing adversity**, and Green Schools Project, which helps schools across the UK place environmental responsibility and education at the heart of school life. Our continued partnerships with both organisations focus on building long-term capability, improving impact measurement, and supporting sustainable growth.

The LC Ultra Ironman Challenge demonstrated the determination and teamwork of our European offices, and set the tone for a year of collective action - **showing what can be achieved when effort, purpose, and partnership come together.**



# ESG x Mental Health & Wellbeing Charity Walk

## Connecting wellbeing, nature, and community support

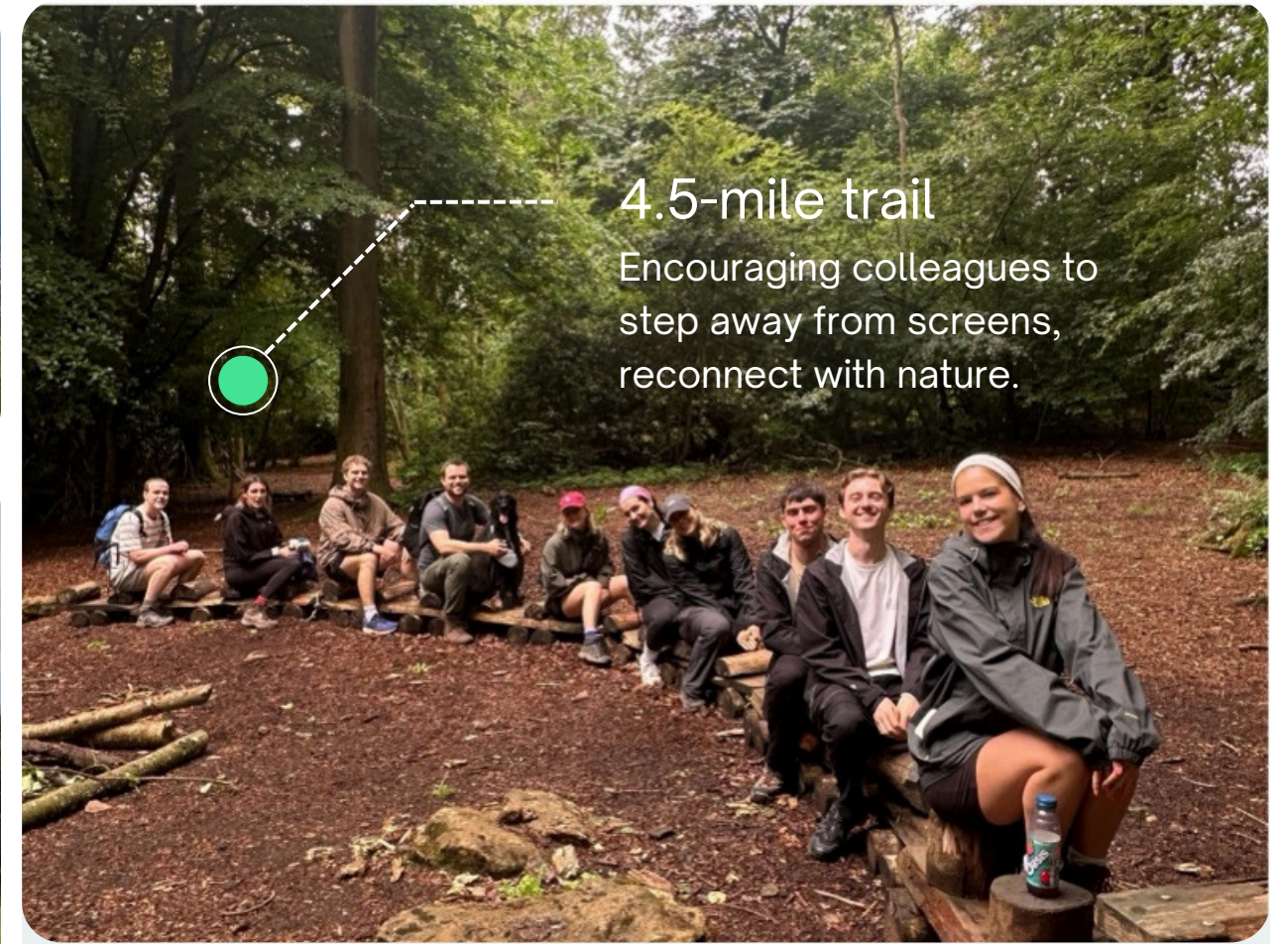
In June 2025, our internal Environmental Social Group (ESG) and Mental Health & Wellbeing (MHAWB) working groups came together to deliver the ESG x MHAWB Charity Walk - a 4.5-mile trail designed to encourage colleagues to step away from screens, reconnect with nature, and strengthen team connections.



**Young Enterprise**  
Northern Ireland



Teams across Europe took part, with colleagues in Belfast climbing Cavehill, while our London and Bristol teams completed the Community Forest Path. The walk combined physical activity with environmental awareness, creating space for conversation, reflection, and shared experience.

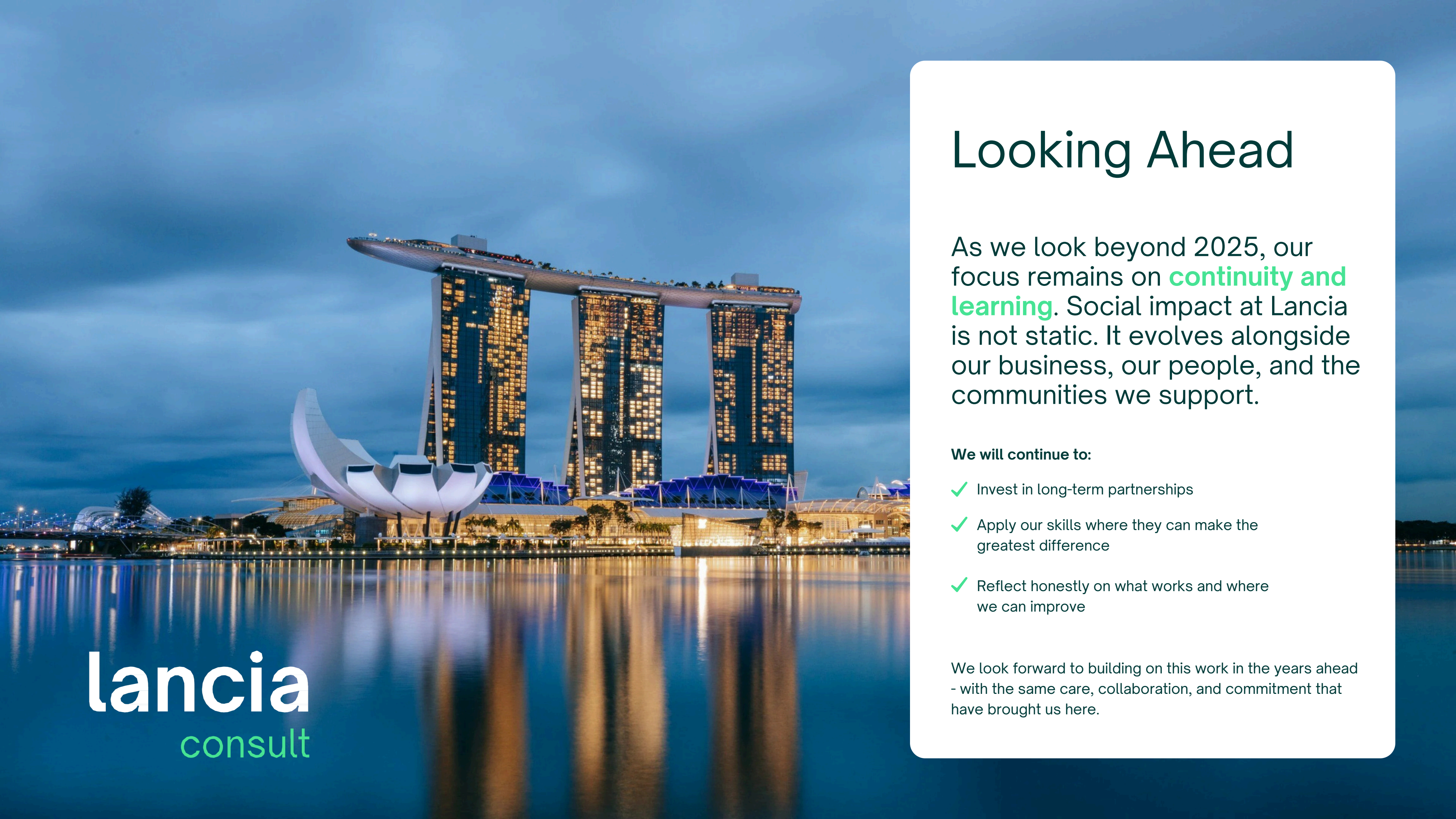


## 4.5-mile trail

Encouraging colleagues to step away from screens, reconnect with nature.

**The initiative raised £1,000** for Young Enterprise Northern Ireland and The 93% Club

Two of our 2025 charity partners focused on widening opportunity and supporting young people. Beyond fundraising, the walk reflected our belief that wellbeing, environmental connection, and community support are deeply linked - and most powerful when approached collectively.



# Looking Ahead

As we look beyond 2025, our focus remains on **continuity and learning**. Social impact at Lancia is not static. It evolves alongside our business, our people, and the communities we support.

**We will continue to:**

- ✓ Invest in long-term partnerships
- ✓ Apply our skills where they can make the greatest difference
- ✓ Reflect honestly on what works and where we can improve

We look forward to building on this work in the years ahead - with the same care, collaboration, and commitment that have brought us here.