

ANNUAL REPORT · 2025

Sustainability *Report*

We are pleased to present Notium's first Annual Sustainability Report, marking a significant milestone in our commitment to transparency, accountability, and sustainable business practices.

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01 · MESSAGE FROM LEADERSHIP

Responsible growth starts with transparency.

We are pleased to present Notium's first Annual Sustainability Report, marking a significant milestone in our commitment to transparency, accountability, and sustainable business practices.

At Notium, we believe that sustainability is not just a corporate responsibility — it is fundamental to delivering exceptional consulting services. As an SAP consultancy specializing in analytics and data architecture, we recognize that our role extends beyond technical implementation. We help our clients achieve their business objectives while enabling them to operate more sustainably, responsibly, and efficiently.

Our sustainability journey officially began in May 2025, when we formally integrated sustainability solutions into our consulting practice. However, our commitment to responsible business practices has

been embedded in our operations from day one, through our remote-first model, paperless operations, and focus on employee wellbeing.

This report reflects our performance across Environmental, Social, and Governance (ESG) dimensions, aligned with the IFRS Sustainability Disclosure Standards for the Software & IT Services industry. We have also mapped our initiatives to the United Nations Sustainable Development Goals (SDGs) to demonstrate how our work contributes to global sustainability targets.

We are proud of what we have achieved in 2025, but we recognize this is just the beginning. As we continue to grow, we remain committed to measuring, reporting, and continuously improving our sustainability performance.

02

Sustainability is not just a corporate responsibility — it is fundamental to delivering exceptional consulting services.

The Notium Leadership Team

Birmingham, United Kingdom

Who we are

Notium Limited is a specialist SAP consultancy providing services across analytics, business intelligence, planning, reporting, and data architecture. We help organisations transform data into actionable insights that improve decision-making, operational performance, and long-term business value.

02 · ABOUT NOTIUM

Technology should create sustainable value.

Our expertise spans SAP Analytics Cloud, SAP Business Data Cloud, enterprise reporting, financial planning, requirements discovery, data governance, and business transformation initiatives. Through our consulting approach, we support organisations in navigating increasing complexity while maintaining a strong focus on measurable business outcomes.

At the core of our business is a belief that technology should create sustainable value. We combine technical excellence with practical business understanding to help our clients build solutions that are scalable, transparent, and future-ready.

Our mission is to provide transparent consultancy for better prosperity, people, planet, and Notium.

MISSION AND VISION

Our mission is to provide transparent consultancy for better prosperity, people, planet, and Notium. Our vision is to become a recognised leader in sustainable SAP consulting, where exceptional delivery, innovation, and responsible business practices are inseparable.

In 2025, our core team operated entirely remotely across the United Kingdom, serving clients across multiple industries including financial services, manufacturing, and professional services. Our remote-first operating model reflects both our commitment to flexibility and our efforts to minimise environmental impact.

Key facts · 2025

AREA	DETAIL
Employees	5 core team members
Working model	100% remote
Locations	UK-based (London, Liverpool, Birmingham)
Core services	SAP Analytics, Business Data Cloud, Data Architecture, Requirements & Business Understanding
Industry focus	Cross-industry with expertise in financial services, manufacturing, and professional services

From internal transparency to client impact.

Our sustainability journey formally began in May 2025 when we made the strategic decision to integrate sustainability more deeply into our consulting services and internal operations. While sustainability considerations had always influenced our business decisions, this marked the beginning of a structured and measurable approach.

The first phase focused on understanding our current position. We reviewed our policies, assessed our environmental footprint, evaluated governance practices, and identified opportunities for improvement. At the same time, we began developing internal sustainability metrics to establish a baseline for future reporting.

Recognising that sustainability is fundamentally about people, we also launched employee surveys aligned with the Sustainable Development Goals. These

surveys were designed to better understand employee wellbeing, professional development needs, workplace inclusion, and organisational culture.

Throughout the year, we introduced the Better Notium framework, which serves as the foundation for continuous improvement across consulting excellence, process maturity, employee engagement, innovation, collaboration, wellbeing, and sustainability. Together, these initiatives created a structured roadmap for embedding sustainability into our culture and operations.

This report represents the first outcome of that journey. More importantly, it establishes the foundation upon which future progress will be measured.



May 2025

Formal commitment to merge sustainability solutions with consulting services



Q2 2025

Internal policy analysis and sustainability framework development



Q3 2025

Employee and client sustainability surveys launched



Q4 2025

KPI tracking system implementation and Better Notium framework launch

03 · OUR SUSTAINABILITY JOURNEY

Analytics excellence applied to sustainability.

We integrate innovative approaches into our sustainability practice rather than treating it as a separate exercise.

We apply machine learning and AI for data analysis and insight generation, and we run statistical surveys so that our measurement is accurate and trackable over time. Our work is aligned with established frameworks — ESG, the United Nations SDGs, and the IFRS/SASB disclosure standards — so that what we report can be compared and trusted.

Above all, we report transparently, applying the same analytics excellence to our own sustainability that we deliver to our clients.

Seven pillars for responsible performance.

The Better Notium framework was developed to translate our sustainability ambitions into practical actions. Rather than treating sustainability as a standalone initiative, we have integrated it into seven interconnected pillars that influence how we work, develop our people, engage with clients, and create long-term value.

01

Better Consulting

ESG ALIGNMENT: SOCIAL, GOVERNANCE

Better Consulting focuses on capability development and professional excellence. Through our Skill Exchange and Mentorship Programme, consultants share expertise across disciplines, accelerating learning and encouraging collaboration. This initiative is supported by the Notium Excellence Programme, which develops expertise in SAP Analytics, business understanding, requirements discovery, value-driven consulting, and data architecture.

02

Better Process

ESG ALIGNMENT: GOVERNANCE, ENVIRONMENTAL

Better Process ensures that sustainability is supported by strong operational discipline. We maintain transparent project delivery processes, structured documentation standards, and clear governance mechanisms that help us deliver consistent outcomes for clients while continuously improving our internal ways of working.

07

03

Better Engagement

ESG ALIGNMENT: SOCIAL, GOVERNANCE

Better Engagement reflects our commitment to meaningful relationships with clients, employees, partners, and the wider community. By focusing on communication, stakeholder management, and outcome-driven collaboration, we aim to create long-term partnerships built on trust and shared success.

04

Better Innovation

ESG ALIGNMENT: GOVERNANCE, ENVIRONMENTAL

Better Innovation recognises the role of technology in creating sustainable value. Throughout 2025, we expanded our use of artificial intelligence and advanced analytics to improve consulting quality, accelerate insight generation, and explore innovative approaches to sustainability challenges.

People, collaboration and sustainability.

05

Better Collaboration

ESG ALIGNMENT: SOCIAL

Better Collaboration supports a culture of knowledge sharing and continuous learning. We believe that sustainable growth is only possible when individuals have opportunities to contribute, learn from one another, and develop collectively — supported by the Notium Knowledge Share Platform, a team directory with expertise mapping, regular team events, and a feedback culture built on continuous improvement loops.

06

Better Wellbeing

ESG ALIGNMENT: SOCIAL

Better Wellbeing reflects our belief that employee wellbeing is essential to long-term business success. Through flexible working arrangements, wellbeing initiatives, and a supportive organisational culture, we seek to create an environment where individuals can thrive both professionally and personally — from Employee Assistance Programmes to regular team events and gatherings.

08

07

Better Sustainability

ESG ALIGNMENT: ENVIRONMENTAL, SOCIAL, GOVERNANCE

Finally, Better Sustainability brings these elements together through transparent reporting, ESG performance measurement, and continuous improvement. It represents our commitment to understanding our impact, sharing our progress openly, and supporting clients in their own sustainability journeys — expressed through this Annual Sustainability Report, transparent ESG KPI tracking, sustainability training and awareness programmes, and the client sustainability solutions we offer.

Pillar initiatives in practice.

BETTER CONSULTING

Capability growth through structured learning.

We grow capability through targeted skill-development mentorship that is based on skills rather than hierarchy, supported by dedicated SAP Analytics and Data Architecture excellence training. We also build financial literacy across P&L, balance sheet and cash flow, and we encourage value-driven thinking grounded in sustainable profit analysis.

BETTER ENGAGEMENT

Outcome-driven relationships.

We build outcome-driven relationships through focused client meetings and workshops, supported by training in stakeholder communication and expectation management. We are also strengthening our pre-sales and social-media engagement, and deepening our engagement with Birmingham City University (BCU).

BETTER PROCESS

Disciplined delivery, visible accountability.

Delivery, risk and dependencies are tracked in ClickUp, underpinned by clear documentation standards and knowledge-sharing protocols. We work with remote-first professionalism and asynchronous communication, continuously improve our internal policies, and invest in stronger onboarding and offboarding experiences for every team member.

BETTER INNOVATION

AI-enabled consulting quality.

We use AI to sharpen structured thinking and problem-solving, and to assist with analysis, hypothesis building and validation. We run hackathons and AI-agent creation challenges, and we develop and prototype our own internal Notium AI to raise the quality of our consulting.

05 · ENVIRONMENTAL PERFORMANCE

Remote-first as a core sustainability strategy.

As a fully remote consultancy, our environmental impact is significantly lower than traditional office-based operations. Our remote-first model is not just a business decision—it is a core sustainability strategy that substantially reduces our carbon footprint.

Efficiency and responsibility, achieved together.

As a digital consultancy operating through a fully remote model, our environmental impact differs significantly from traditional office-based organisations. Our approach demonstrates that operational efficiency and environmental responsibility can be achieved simultaneously.

Throughout 2025, 100 percent of our core employees worked remotely. This model eliminated daily commuting requirements and significantly reduced associated greenhouse gas emissions. Based on calculations using UK DEFRA conversion factors, our

remote working model avoided approximately 30.67 tonnes of carbon dioxide equivalent emissions during the reporting period.

Business travel remains an important part of client engagement and collaboration. However, travel activity is carefully managed to minimise unnecessary journeys while maintaining service quality. Total business travel emissions during 2025 were estimated at 2.27 tonnes of carbon dioxide equivalent — meaning that for every tonne of emissions generated through business travel, approximately 13.5 tonnes were avoided through remote working arrangements.

100%

Remote working rate

30.67

Avoided commute emissions

2.27

Business travel emissions

13.5x

Avoided-to-emitted ratio

0.28%

Business travel as % of revenue

100%

Paperless operation rate

Note: Calculations based on UK DEFRA 2025 GHG conversion factors. For every 1 tCO₂e emitted through business travel, we avoid 13.5 tCO₂e through remote work.

BUSINESS TRAVEL

Travel kept to a deliberate minimum.

Business travel spend represented only 0.28% of revenue in 2025 — £4,232 out of £1,500,000. This demonstrates our commitment to minimising unnecessary travel while maintaining excellent client service, and it keeps the emissions associated with travel low by design rather than by exception.

These results demonstrate that environmental responsibility can be integrated into everyday business operations without compromising productivity, collaboration, or client service quality.

PAPERLESS OPERATIONS

A fully digital back office.

In addition to reducing travel-related emissions, we continue to operate entirely paperless. Accounting processes are managed digitally through cloud-based systems, contracts are executed electronically, and project delivery is coordinated through online collaboration platforms. Since 2023, the company has not required paper-based signatures or physical document workflows.

As our sustainability programme matures, we intend to expand our environmental reporting capabilities, including the development of metrics related to cloud infrastructure, AI usage, and broader Scope 3 emissions.

People are our greatest asset.

Our people are our greatest asset. We are committed to creating an inclusive, supportive workplace that enables professional growth, wellbeing, and work-life balance.

Growing people, sustaining performance.

At Notium, we recognise that our people are our greatest asset. Sustainable growth depends on creating an environment where employees can develop professionally, maintain their wellbeing, and contribute meaningfully to the success of the organisation.

During 2025, we invested significantly in learning and development through structured mentoring, technical training, knowledge-sharing initiatives, and the introduction of a career progression framework aligned with the Skills Framework for the Information Age (SFIA). These initiatives are designed to provide employees with clear development pathways while encouraging continuous learning and professional growth.

To better understand employee experiences, we launched a sustainability survey aligned with the United Nations Sustainable Development Goals. The survey examines topics including wellbeing, work-life balance, career progression, inclusion, equality, organisational trust, and professional development. The findings will help shape future initiatives and provide measurable baselines for social performance reporting.

Our fully remote operating model also provides employees with flexibility that supports work-life balance while enabling collaboration across different locations. As our organisation grows, we remain committed to maintaining a supportive, inclusive, and people-centred culture.

Sustainable growth depends on creating an environment where employees can develop professionally, maintain their wellbeing, and contribute meaningfully.

LEARNING & DEVELOPMENT

Structured programmes and knowledge sharing.

Learning at Notium is structured around a Skill Exchange & Mentorship Programme that is skill-focused and works across levels, and the Notium Excellence Programme, which covers seven growth tracks. We hold monthly knowledge-sharing sessions and run dedicated SAP and AI/technical training.

Progression is anchored to a career framework aligned with SFIA, the Skills Framework for the Information Age, so that advancement is transparent and based on demonstrated capability. Baselines for training budget per employee, technical-training participation and certifications are being established through 2026 reporting.

FAIR EMPLOYMENT · SDG 8

Our survey captures employee sentiment on the things that make work fair and rewarding: whether employment conditions feel fair and stable, the quality of career-growth opportunities, and how well people are able to use their skills in their current role — each rated on a 1–5 scale. It also gauges interest in professional-development programmes and satisfaction with the induction process.

EMPLOYEE WELLBEING · SDG 3

Survey-based wellbeing insights.

Aligned with SDG 3 (Good Health & Well-being), our employee survey captures wellbeing data across several dimensions. It measures physical and mental wellbeing support on a 1–5 Likert scale, gauges interest in specific wellbeing initiatives such as mental-health workshops, fitness activities and flexible work, and tracks overall satisfaction with work-life balance.

WELLBEING METRIC	STATUS
Flexible work adoption rate	100% (fully remote)
Employee Assistance Programmes	Available

SUPPORT FOR INTERNATIONAL EMPLOYEES · SDG 10

Recognising the unique challenges of relocation, our survey specifically addresses how satisfied international colleagues are with relocation support (on a 1–5 scale) and the support they actually need — from housing and relocation advice to administrative help with the NHS, banking and tax, as well as cultural orientation, workplace integration and family support. We also ask whether they would value dedicated sessions and resources for international employees.

Strong governance and ethical business practices.

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Strong governance and ethical business practices are fundamental to our operations. We maintain comprehensive policies, certifications, and accountability mechanisms.

Corporate policies and compliance.

Strong governance forms the foundation of our business. Throughout 2025, we maintained more than twelve active corporate policies covering information security, data protection, anti-bribery, health and safety, employment practices, and remote working. These policies are reviewed regularly to ensure they remain effective and aligned with evolving regulatory expectations.

GOVERNANCE METRIC	2025 PERFORMANCE
Active corporate policies	12+
Cyber Essentials certification	Active (2 years, certified since 2023)
Data breaches / GDPR violations	0
InfoSec training completion rate	100%
Anti-bribery policy compliance	100% (zero-tolerance policy per UK Bribery Act 2010)
Policy review cycle	Annual

Key Policies

Our employment policies cover recruitment, equal opportunities and performance management, alongside a comprehensive Health & Safety policy.

Data & Security

Information Security & Data Protection is governed for full GDPR compliance, complemented by a dedicated Remote Working Policy.

Ethics

Our ethics framework spans Anti-Bribery & Corruption and a Whistleblowing & Complaints process, with an AI Ethics & Responsible AI policy under development to align with UK AI policy.

DATA GOVERNANCE & AI ETHICS

Responsible AI and data governance.

As an AI-enabled consultancy, we recognise the critical importance of responsible AI use and sound data governance. Our AI ethics policy is in development and aligned with the UK regulatory framework, and the fundamentals are already strong: zero data-privacy incidents in 2025 and 100% completion of cybersecurity training across the team. We also pursue cloud-resource optimisation and green-AI initiatives to keep the footprint of our tooling in check.

TRUST & ACCOUNTABILITY · SDG 16

Confidence in our integrity.

Our employee survey measures confidence in the organisation's integrity, asking people to rate — on a 1–5 scale — how fair and transparent they find the complaints process and how much they trust our data-protection practices. It also invites open feedback on how we can further strengthen trust and accountability.

Priority SDGs for Notium

We have mapped our operations and initiatives to the United Nations Sustainable Development Goals, demonstrating how our business practices contribute to global sustainability targets. Based on our business model, size, and sector, we have identified nine SDGs as most material to our operations.

SDG 3

Good Health and Well-Being

Focus: mental health support programmes, employee wellbeing initiatives, work-life balance.

We track physical and mental wellbeing support through our survey, offer Employee Assistance Programs and fully remote flexible working, and run wellbeing events and mental-health workshops throughout the year.

SDG 4

Quality Education

Focus: continuous learning, skill development, knowledge sharing.

Education is advanced through the Notium Excellence Programme and its seven growth tracks, the Skill Exchange & Mentorship Programme, and monthly knowledge-sharing and training sessions. Our Birmingham City University (BCU) Alliance supports early-career hires, and we integrate the SAP Learning Platform into day-to-day development.

SDG 5

Gender Equality

Focus: equal opportunities, gender equity in career growth, parental support.

We use our survey to track perceptions of equal opportunity and any barriers to gender equality, and we maintain parental-leave policies covering maternity, paternity and adoption alongside structured support for those returning from leave. We are establishing a baseline for ongoing gender-diversity ratio tracking.

SDG 8

Decent Work and Economic Growth

Focus: fair employment, career growth, skill utilisation, work-life balance.

Decent work is supported by an SFIA-aligned career-progression framework and evidence-based promotion criteria. Our survey tracks fair employment conditions, satisfaction with career growth and how well skills are utilised, and we have strengthened the induction process for new employees.

Innovation, responsibility and trust.

SDG 9

Industry, Innovation and Infrastructure

Focus: R&D capabilities, sustainable technology, innovation.

We deliver AI-powered consulting solutions and continually innovate in SAP analytics and data architecture, developing and prototyping AI internally while building sustainable infrastructure solutions for our clients.

SDG 10

Reduced Inequalities

Focus: inclusive workplace, fair progression, support for international employees.

Our survey tracks perceptions of inclusivity and the fairness of career progression. We run support programmes for employees relocating to the UK — covering housing, administrative help and cultural orientation — alongside diverse hiring practices and mentorship opportunities open to all levels.

SDG 12

Responsible Consumption and Production

Focus: paperless operations, sustainable business travel, resource efficiency.

We operate 100% paperless using Xero, Adobe Sign and ClickUp, and we track and minimise business-travel emissions. Our survey gauges how much people value reducing our travel footprint and adopting sustainable travel practices, and we optimise cloud resources to limit waste.

SDG 13

Climate Action

Focus: remote-work emissions reduction, climate awareness.

Through 100% remote working we avoided 30.67 tCO₂e in 2025, achieving an avoided-to-emitted ratio of 13.5x. We run climate-change training and awareness programmes, and help clients adapt to climate risk through SAP solutions.

SDG 16

Peace, Justice and Strong Institutions

Focus: transparent governance, data protection, fair complaint processes.

In practice, we maintain more than 12 active corporate policies on an annual review cycle and have recorded zero data breaches and GDPR violations. Our survey tracks confidence in the complaints process and trust in our data protection, and we keep our Cyber Essentials certification current.

Performance across ESG dimensions.

On the environmental side, our remote working rate was 100%, we avoided 30.67 tCO₂e in commute emissions against 2.27 tCO₂e in business travel emissions — an avoided-to-emitted ratio of 13.5x — while business travel represented 0.28% of revenue and our paperless operation rate was 100%. On governance, we maintained 12 active corporate policies, an active Cyber Essentials certification held for two years, zero data breaches or GDPR violations, and full completion of InfoSec training and anti-bribery compliance. On the social side, survey-based KPIs are being collected for Q1 2026, while flexible work adoption already stands at 100%.

ENVIRONMENT

KPI	2025 VALUE
Remote working rate	100%
Avoided commute emissions (tCO ₂ e)	30.67
Business travel emissions (tCO ₂ e)	2.27
Avoided-to-emitted ratio	13.5x
Paperless operation rate	100%
Business travel as % of revenue	0.28%

Governance

KPI	2025 VALUE
Active corporate policies	12+
Cyber Essentials certification	Active (2 years)
Data breaches / GDPR violations	0
InfoSec training completion	100%
Anti-bribery policy compliance	100%

SOCIAL

KPI	2025 VALUE
Survey-based KPIs	Data collection in progress (Q1 2026)
Flexible work adoption	100% (fully remote)

Building on our 2025 baseline.

Building on our 2025 baseline, we have established ambitious yet achievable targets for 2026 that will drive continuous improvement across all ESG dimensions.

Social Targets

In 2026 we will complete a comprehensive employee survey and establish baselines for all social KPIs, aiming for an employee-satisfaction score above 80%. We will launch a wellbeing initiative shaped by that feedback, implement enhanced support programmes for international employees, establish a training-budget-per-employee metric, and begin tracking and reporting gender-diversity metrics.

Governance Targets

On governance, we intend to maintain zero data breaches and GDPR violations and to renew our Cyber Essentials certification. We will develop and implement an AI Ethics Policy aligned with the UK regulatory framework, complete the annual policy review for all 12 corporate policies, and reach 100% InfoSec training completion.

Environmental Targets

Maintain 100%	< 2.5 tCO ₂ e	> 13x	< 0.5%
Remote working rate	Business travel emissions	Avoided-to-emitted ratio	Business travel as % of revenue

A year for continuous improvement.

Building on the foundations established in 2025, our focus for 2026 is to strengthen governance, enhance measurement capabilities, and further integrate sustainability into both our internal operations and client services.

We will continue expanding the Better Notium framework across all seven pillars, ensuring that sustainability, wellbeing, innovation, and consulting excellence remain embedded in the way we operate. Alongside this, we aim to advance our responsible use of AI by developing sustainability-focused capabilities within Notium AI and exploring innovative ways to support clients through data-driven decision-making.

As part of our commitment to sustainable innovation, we plan to develop at least one sustainability-focused SAP solution and further strengthen our collaboration with universities such as Birmingham City University through initiatives that support learning, research, and early-career talent development.

We also intend to improve the depth and quality of our ESG reporting by establishing new baseline metrics, enhancing data collection processes, and publishing a mid-year sustainability progress update in 2026. Through these initiatives, we will continue building a more transparent, resilient, and sustainable organisation while helping our clients achieve the same.

Reporting framework

This report has been prepared in alignment with:

IFRS / SASB	SDGs	ESG
IFRS Sustainability Disclosure Standards (SASB) for Software & IT Services (TC-SI)	United Nations Sustainable Development Goals (SDGs)	ESG (Environmental, Social, Governance) framework

Data Collection Methodology

Environmental Data

Carbon-emissions calculations use the UK DEFRA 2025 GHG Conversion Factors, applying an average car emission factor of 0.27 kg CO₂e per mile and a taxi spend-based factor of 0.14 kg CO₂e per £, over 248 working days per year (the UK 2025 standard). Avoided emissions are calculated from employee home-to-office distances and daily commute patterns.

Social Data

Our employee survey is designed with questions mapped to specific SDG targets. It combines Likert scales (1–5) for quantitative measurement of satisfaction and perception with open-ended questions for qualitative insight. Responses are anonymised to encourage honest feedback, and we apply statistical analysis with machine learning to identify patterns.

Governance Data

Policy compliance is tracked through annual audits, with training records maintained in ClickUp and our internal systems. Certification status is verified against official documentation, and incidents are captured through formal reporting mechanisms.

Data Limitations & Future Improvements

As our first comprehensive sustainability report, 2025 establishes the baselines against which future years will be compared. Some social KPIs are survey-dependent and will be fully captured in Q1 2026; AI energy-consumption metrics will be developed during 2026 as our AI tools scale; and client sustainability-impact metrics will be tracked as those projects grow. Planned enhancements for 2026 include Scope 3 emissions tracking, AI energy-efficiency metrics, measurement of client sustainability-transformation outcomes, enhanced diversity metrics, and a real-time KPI dashboard.

— CLOSING

Better prosperity, people, planet, and Notium.

This report marks the beginning of Notium's formal sustainability journey.

Throughout 2025, we established the foundations for measuring and improving our environmental, social, and governance performance. From maintaining a fully remote and paperless operating model to investing in our people, strengthening governance, and exploring responsible innovation, we have taken important first steps toward building a more sustainable business.

While we are proud of the progress made this year, we recognise that sustainability is a continuous journey rather than a final destination. As we move forward, we remain committed to transparency, accountability, and continuous improvement in everything we do.

Together with our employees, clients, and partners, we look forward to creating lasting value for prosperity, people, planet, and Notium.

Better Consulting. Better Future.

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