

Carbon Reduction Plan

Supplier name: Nous Group International Pty Ltd

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1 Commitment to achieving Net Zero

Nous Group International Pty Ltd is committed to achieving Net Zero emissions by 2050.

Nous Group International Pty Ltd is the parent company of Nous Group (UK) Ltd, Nous Group Holdings (Canada) Ltd, and Nous Group Pty Ltd. This Carbon Reduction Plan (CRP) applies to all entities and is a commitment by Nous Group International Pty Ltd and its entities to achieving Net Zero by 2050. It includes:

- Emissions reporting for all Scopes every 12 months.
- Environmental management measures clearly applied to the delivery of projects by Nous Group (UK) Ltd, Nous Group Holdings (Canada) Ltd, and Nous Group Pty Ltd.

This commitment is supported by a science-based emissions reduction target aligned with the Paris Agreement's well-below 2°C ambition.¹ This includes:

- two Scope 2 targets, consistent with the 1.5°C Paris Agreement ambition –
 - a renewable energy target of 80% by 2025 and 100% by 2030 (for office electricity/steam)
 - 4.2% minimum annual reduction in remaining Scope 2 emissions (our emissions from work-from-home electricity)²
- one Scope 3 target, consistent with the well-below 2°C ambition – reducing emissions by 27.5% by 2030 from our 2023 baseline, and
- reaching absolute zero emissions by 2050, assuming it is technologically possible.

We do not emit Scope 1 emissions and do not need a target for these emissions.

Where reductions are not currently possible, we will continue to:

- offset all our emissions using verified carbon credits, and
- expand our impact as we successfully deliver market-leading decarbonisation projects.

¹ We have not yet submitted our targets for verification, but they are aligned with guidance from the Science-Based Target Initiative, 2023, [SBTi Corporate Net-Zero Standard Version 1.1](#).

² We have used two targets for Scope 2 because we do not have adequate control or data over our employee's home electricity usage to commit to an 80% by 2025 and 100% by 2030 renewable energy target. The working-from-home emissions are thus covered by an alternative methodology recommended by SBTi, which is to reduce Scope 2 emissions at a minimum of 4.2% annually.

2 Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2023

Additional Details relating to the Baseline Emissions calculations.

Nous has been calculating some form of carbon emissions across our offices in Australia, the United Kingdom and Canada since 2016. Our previous baseline was 2019, however in 2023 we added multiple new Source 3 emissions categories, notably purchased goods and services, employee commuting, accommodation, and waste.

Due to the significant change in emissions calculations, our baseline is now 2023. Our calculations have been verified by a third-party auditor, Pangolin Associates (see more detail in Section 5.3).

These emissions cover all Nous Group International Pty Ltd (parent company), Nous Group (UK) Ltd, Nous Group Holdings (Canada) Ltd, and Nous Group Pty Ltd. They incorporate our worldwide operations and NousCubane.

We sourced 2023 emissions factors based on location: the National Greenhouse Accounts Factors for our Australian operations;³ the UK Government *Greenhouse Gas Reporting Conversion Factors*⁴ for our UK operations; Environment and Climate Change Canada *Emission factors and reference values* (2023) for our Canadian operations;⁵ and other supporting datasets including ClimateActive approved IELAB emission factors⁶ and EPA Victoria emission factors.⁷

A summary of **our method** for calculating emission from each source is provided below:

- Electricity usage in kilowatt hours (kWh) and steam use (GJ) is converted to CO₂e using the relevant emission factors for each location.
- Total costs of relevant goods and services (in AUD, GBP or CAD) is gathered from our Finance Accounts Reports and multiplied by the relevant emission factor to estimate CO₂e emitted.
- Flights booked through Nous' travel partners include a calculation for our total kilometres travelled. Distances from flights booked outside of our travel partners are estimated in our carbon accounting model.⁸ Total distance travelled is calculated by the relevant emission factor, with radiative forcing.
- Accommodation emissions are calculated through our travel partner Corporate Traveller.
- Mileage claims and Uber trips (or other shared service) data provides distance in kilometres (km) or miles, which is then converted to estimated CO₂e by multiplying the relevant emission factor.

³ Department of Climate Change, Energy, Environment and Water, [National Greenhouse Account Factors 2023](#).

⁴ UK Government, [Greenhouse Gas Reporting Factors 2023](#).

⁵ Environment and Climate Change Canada, 2023, [Emission Factors and Reference Values](#).

⁶ [IELAB](#), accessed 2023.

⁷ Environmental Protection Victoria, 2021, [Greenhouse Gas Inventory and Management Plan](#).

⁸ [Corporate Traveller](#), accessed 2023.

Baseline Year: 2023

- Taxi spend (\$AUD, or AUD converted from GBP or CAD) is converted to distance in km which is then converted to estimated CO₂e.
- An employee survey collects individual home energy consumption data and commute distance. These are multiplied by relevant emission factor to estimate CO₂e emitted from WFH energy use and employee commuting.
- Volume of office waste weight is estimated by Nous volunteers during week-long waste audits and is converted into mass (kg) using formulas outlined in NABERS.⁹ This is multiplied by the relevant emission factor to estimate CO₂e emitted.

Nous has relied on some **key assumptions** in the calculation of our carbon emissions. Where possible we have based these assumptions on the best available sources, and we provide justification for each assumption. This includes energy content for gasoline, emission factors for gasoline, fuel efficiency, taxi flag fall, distance rate for taxis, volume density of waste, extrapolation of employee survey data, extrapolation of waste data, and amount of home energy and gas used for working.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	200.04
Direct emissions from the purchase of electricity	200.00
Electricity for heating (steam emissions)	0.043
Scope 3	1,939.73
Category 1 - Purchased goods and services, incl. capital	555.62
Category 3 - Fuel and energy-related activities not included in Scope 1 or Scope 2 (incl. Scope 3 electricity emissions, and work from home gas emissions)	43.32
Category 4 - Upstream transportation and distribution	N/A (this is captured across Categories 1 and 6: Purchased goods and services; Business travel)
Category 5 - Waste generated in operations	43.65
Category 6 - Business travel (incl. flights, taxis, Uber, mileage, and accommodation)	1,130.12
Category 7 - Employee commuting	167.01

⁹ NABERS, 2022, [Waste Technical Rating Rules](#)

Baseline Year: 2023

Category 9 - Downstream transportation and distribution

N/A
(not relevant as there are no physical goods in supply chain)

Total Emissions

2,139.78 tCO₂e
(3.26 per FTE)¹⁰

¹⁰ Per capita based on average Nous headcount of 656.3 FTE in calendar year 2023.

3 Current emissions reporting

Reporting Year: 2024

The reporting year is the same as our baseline year, as we have reset our baseline to 2023.

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0
Scope 2	109.8
Direct emissions from the purchase of electricity	109.7
Electricity for heating (steam emissions)	0.043
Scope 3	1,882.3
Category 1 - Purchased goods and services, incl. capital	449.0
Category 3 - Fuel and energy-related activities not included in Scope 1 or Scope 2 (incl. Scope 3 electricity emissions, and work from home gas emissions)	61.8
Category 4 - Upstream transportation and distribution	3.0
Category 5 - Waste generated in operations	29.0
Category 6 - Business travel (incl. flights, taxis, Uber, mileage, and accommodation)	1,130.0
Category 7 - Employee commuting	209.5
Category 9 - Downstream transportation and distribution	N/A (not relevant as there are no physical goods in supply chain)
Total Emissions	1,992.10 tCO₂e (3.02 per FTE)¹¹

Reporting for the 2024 calendar year will be completed by Friday 28 March 2025. An updated Carbon Reduction Plan with 2024 reporting figures will be uploaded to Nous' website on that date.

¹¹ Per capita based on average Nous headcount of 656.3 FTE in calendar year 2023.

4 Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. Our targets, status and projections are detailed below, in Table 1.

Table 1 | Targets and status

Scope	Target	Projection	2023 status	Notes
Scope 1	Not applicable as we do not have Scope 1 emissions.			
Scope 2	Renewable energy target of 80% by 2025 and 100% by 2030 for our offices	Non-linear, as it depends on our office electricity usages and contracts.	ON TRACK 72% of our office electricity in 2024 was powered by renewables, compared to 37% in 2023.	We changed to renewable energy providers in five of our largest offices in mid-2023, so this percentage will increase in 2024. We are also working with building management to purchase renewable energy in our smaller offices. Note this target only covers office energy, as we do not have enough control over the work-from-home energy use of our employees to commit to this target for working-from-home emissions.
	Reducing remaining Scope 2 emissions by 4.2% annually to 2030.	This requires a reduction of 52.0 tCO ₂ e (total) by 2030 – from 200.4 tCO ₂ e (2023) to 148.4 tCO ₂ e (2030). ¹²	ON TRACK Our working from home electricity purchased from renewables together with more offices on renewable energy increased by 34 ppt overall.	This covers all other Scope 2 emissions, primarily from work-from-home electricity emissions. Given our lack of control over work-from-home energy use, we anticipate this reduction will be driven by an increase in grid renewables. In 2024, we reduced our overall emissions by 7%, exceeding our 4.2% target, largely due to renewable electricity.
Scope 3	Reducing our Scope 3 emissions by 27.5% by 2030 from our 2023 baseline	This requires a reduction of 533.4 tCO ₂ e to 1,406.3 tCO ₂ e by 2030.	BASELINED Given we have reset our baseline in 2023, we cannot report on these two targets until 2024.	We can note changes in categories between 2022 and 2023 where our calculation method did not change (see relevant graphs in Section 5). This includes our direct purchase of energy and our emissions from business travel (excluding accommodation, which was not measured in 2022).
All scopes	Reaching absolute zero emissions by 2050, assuming it is technologically possible	This requires a reduction of 2,139.78 tCO ₂ e to 0 tCO ₂ e by 2050, or 79.25 tCO ₂ e reduction per year.		

¹² Due to the calculations for this category not changing in 2023, this is based on a 2022 baseline of 70.9 tCO₂e emissions.

5 Carbon reduction projects

The following environmental management measures and decarbonisation projects have been completed or implemented in 2023.

Due to the change in calculations causing the reset of our baseline to 2023, we cannot yet report on the emissions reductions for some initiatives. These projects have been overseen by our Global Sustainability Manager; a role established formally in 2023. The role is dedicated to developing and implementing sustainable policies and maturing our decarbonisation program across Nous Group International Pty Ltd and its entities.

All environmental management measures and carbon reduction projects will remain in effect when performing the contract.

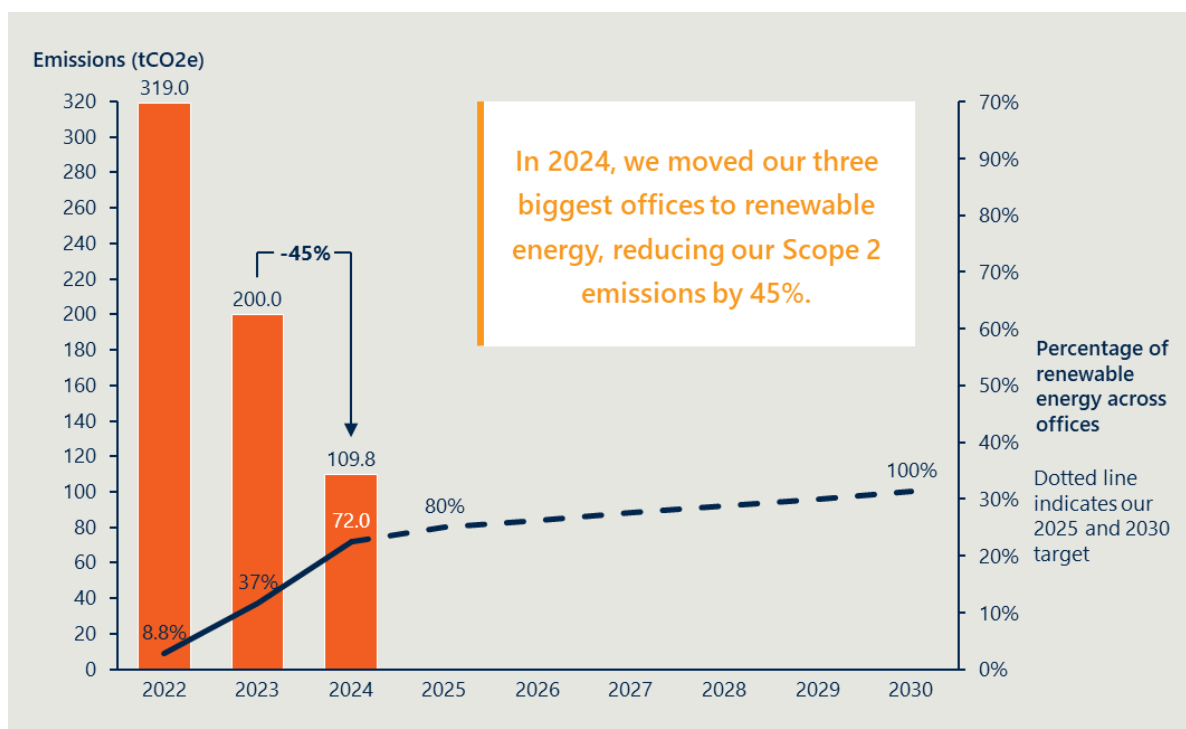
5.1 Our emissions from office electricity have decreased thanks to renewable energy



In 2024, in addition to our Brisbane, Sydney and Melbourne offices, Canberra and Perth offices switched to 100% GreenPower, an Australian renewable energy purchase agreement scheme (Figure 1). This resulted in a reduction of 90.2 tCO₂e. In our smaller tenancies, we have less power over changing power providers, however we are committed to continuing to work with building management. As all our remaining leases are renewed over the next five years, we will transition to renewable energy providers as soon as possible, where possible.

We have an average of 4.8/6 NABERS Energy Efficiency rating and a 4.6/6 NABERS water efficiency rating across our Australian offices.

Figure 1 | Our renewable energy target and emissions from office electricity



5.2 Travel emissions remained stable in 2024

In 2022, client expectations for business travel were still impacted by COVID-19. With a relative return to normal in 2023, our emissions from travel increased significantly by 136% compared to 2022 (excluding accommodation, a newly added category).

Virtual meetings remain our default, and we encourage combining meetings into one trip wherever possible if travel is required. We promote the use of shared transport, working from home and using public transport, riding or walking, and most offices in which we operate have end-of-trip facilities.

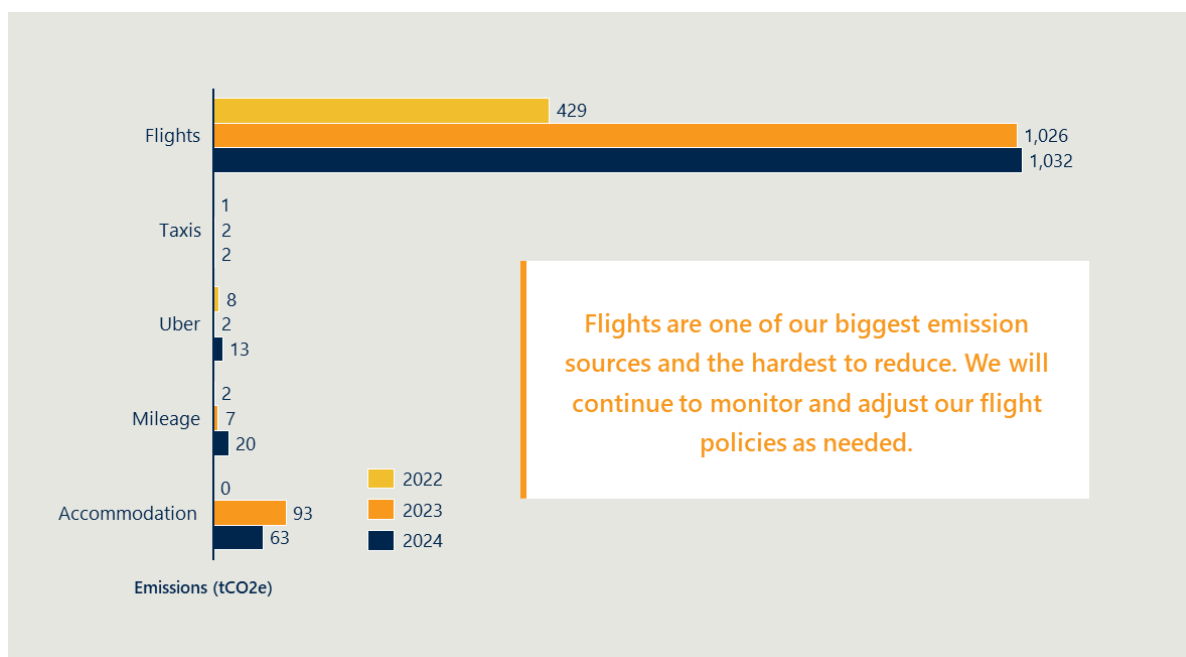
In mid-2023, we introduced a sustainable travel policy, which discouraged flying whenever virtual was a viable option and allowed for increased spending where a more sustainable option was available (e.g. a lower-emissions flight).

In 2024 emissions from travel remained stable with a minor reduction of 0.011%. This is as result of continued use of virtual meetings where viable, and when flights are required, more sustainable options. As part of our mission to reduce travel emissions, our calculations revealed that approximately 10% of all business UBER use for 2024 was from either Uber Pool, Uber Green, or Uber electric.

We will continue to implement and improve this initiative and reduce our business travel emissions. Given most of our travel is based on client demand, we will also explore ways to promote the design of projects that require less travelling to our clients.



Figure 2 | Business travel emissions over 2022 to 2024



5.3 Third-party assurance to international standards



Our carbon accounting model for 2023 was audited by a third-party, Pangolin Associates, against the following:

- NGER (Audit) Determination 2009, NGER (Measurement) Determination 2008 (for Australian office locations).
- Australian Auditing and Assurance Standards Board – Standard on Assurance Engagements ASAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements* (for Australian office locations).
- World Business Council for Sustainable Development and World Resources Institute's GHG Protocol: A Corporate Accounting and Reporting Standard (for all office locations including international locations).

This has allowed us to reset targets, report on our progress, and create specific emissions reduction initiatives with confidence. We have also created a project-specific carbon calculator, to allow project teams and their clients to understand the specific impact of a single project.

5.4 We continue to improve our overall sustainability



Other sustainability initiatives include:

- Auditing our waste and creating Waste Action Plans for each office, to reduce emissions from waste and promote the circular economy.
- Creating a list of sustainable caterers for events, to reduce emissions from purchased goods and services and support local and/or First Nations-owned catering companies.

- Including sustainability initiatives in a refreshed Nous office fit-out guide, including use of recycled materials where possible, ensuring energy efficient appliances, and incorporating plants and natural lighting into office design.
- Contributing to a circular economy with old laptops sent to a repurposing and recycling facility for the benefit of vulnerable communities.

5.5 We offset all remaining emissions



Nous has been offsetting carbon emissions across our offices in Australia, the United Kingdom and Canada since 2016. We offset our 2023 carbon emissions through a portfolio of certified, onshore, and with co-benefits where possible, credit offset types. Human Induced Regeneration projects raised some concerns and increased risks early in 2024 and were not purchased as part of our 2023 offsets. Purchased offsets included:

- **964 Credits from Northern Savanna Project, Cape York, Australia.** These are ACCUs (Australian Carbon Credit Units) issued by the Australian Government's Emissions Reduction Fund. Nous purchased credits from Northern Savanna. The Northern Savanna is an early dry season savanna burning project to reduce late dry season wildfires. The project is run by the Alka Bawar (Kalpowar) Aboriginal Corporation which undertakes strategic burning to reduce greenhouse gas emissions caused by large-scale bushfires. (ERF10944)
- **964 Credits from the Niagara Escarpment Forest Carbon Project in Ontario, Canada,** verified by the Carbon Consult Group against ISO-14064-2 (the international standard for reporting on greenhouse gas removal). Carbon Zero is a trusted Canadian offsets provider.
- **195 Credits have been retired on our behalf by one of our electricity providers, PowerShop.** These credits are accredited under the United Nations Framework Convention on Climate Change (UNFCCC) Clean Development Mechanism project verified under the Kyoto Protocol.

5.6 Future emissions reductions initiatives

In the future we are exploring additional environmental management measures and initiatives such as:

- Auditing all office appliances that are not supplied by building management, for their energy and electricity efficiency, and identifying areas where we can replace them with more energy-efficient appliances as they reach end-of-life.
- Improving our travel policy to target hard-to-reduce emissions, and work with our clients to implement these changes.
- Work with all our suppliers to understand their emissions footprint, which can inform our selection of suppliers and reduce emissions from purchased goods and services.
- Work with our IT team and suppliers to understand the impact on our scope 3 emissions from our use of Artificial Intelligence as a firm, and explore the best models for offsetting or addressing those emissions. Work in this area will begin in 2025.
- Continually improve our carbon accounting and the way we collect data.

Continuing sustainable project work

We have been deeply involved in championing and enabling carbon reduction and recognise that we can make the greatest positive impact through the work we do with clients. In 2023, we contributed to multiple decarbonisation projects including:

- Leading the Mobilisation Report for the groundbreaking Net Zero Australia consortium, to illustrate net zero pathways and explore what governments, business and households should do to accelerate towards net zero.
- Lead advisor on establishing an offshore wind industry in Victoria, including engineering technical studies (in partnership with consultancy GHD), energy market modelling and implementation planning.

These projects do not contribute to any of our targets, but are showcased to highlight our commitment to:

- Seeking work that helps our clients contribute to carbon neutrality.

Using our professional skills in evidence gathering, analysis, engagement and facilitation to support the decarbonisation task by working with partners where complementary expertise is needed.

Remaining open to all potential solutions to the problems we are engaged on, so that social and economic costs are minimised, and secure, reliable and equitable access to energy and employment is enhanced.

- Continuing to build our capability in decarbonisation strategies and programs.

6 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹³ and uses the appropriate UK [Government emission conversion factors for greenhouse gas company reporting](#).¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.¹⁵

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Tim Orton, Managing Principal & CEO

Original Date: 4 December 2024

Revised Submission Date: 3 February 2025

Updated: 7 July 2025

¹³ GHG Protocol, [Corporate Standard](#), accessed 2024.

¹⁴ UK Government, [Government conversion factors for company reporting of greenhouse gas emissions](#), accessed 2024.

¹⁵ GHG Protocol, [Corporate Value Chain \(Scope 3\) Standard](#), accessed 2024.

Appendix A Carbon offset certificates

OFFICIAL



Australian Government
Clean Energy Regulator



01 May 2025

VC202425-00739

To whom it may concern,

Voluntary cancellation of units in ANREU

This letter is confirmation of the voluntary cancellation of units in the Australian National Registry of Emissions Units (ANREU) by ANREU account holder, GAIA INVESTMENTS (AUST) PTY LTD (account number AU-3287).

The details of the cancellation are as follows:

Date of transaction		01 May 2025
Transaction ID		AU41081
Type of units		KACCU
Total Number of units		964
Block 1	Serial number range	9,013,665,537 - 9,013,666,500
	ERF Project	Northern Savanna Project – ERF104944
	Vintage	2024-25
Transaction comment		Voluntarily retired on behalf of Nous Group Pty Ltd

Details of all voluntary cancellations in the ANREU are published on the Clean Energy Regulator's website, [Voluntary cancellations register | Clean Energy Regulator \(cer.gov.au\)](#).

If you require additional information about the above transaction, please email CER-RegistryContact@cer.gov.au

Yours sincerely

David O'Toole
ANREU and International
NGER and Safeguard Branch
Scheme Operations Division

964.00

tonnes CO₂e

This certifies that 964.00 tonnes of CO₂-equivalent
GHG emissions were offset on behalf of

Nous Group

by Carbonzero

05.05.2025

In support of the

Niagara Escarpment Forest Carbon Project

CERT-18672-5008-9954-18-964

carbonzero

