



SUSTAINABILITY REPORT

2024/2025

EXECUTIVE SUMMARY



Sharesource is an impact-driven, ethical offshoring company dedicated to creating meaningful change through our business practices. Guided by our mission of democratising opportunities, we connect talented people across the globe with innovative companies. Our business model emphasises fairness, sustainability, and positive social impact, ensuring that growth for our clients also creates opportunities for our teams and communities.

As a proud B Corporation, Sharesource is held to the highest standards of verified social and environmental performance. Certification challenges us to be transparent, to continuously improve, and to demonstrate that we are truly doing good, not just saying it. Being a B Corp is woven into our culture: it shapes how we support our people, how we engage with partners, and how we strive to use business as a force for good.

Sustainability remains central to our impact journey. We are committed to reducing our environmental footprint and achieving long-term positive outcomes for the planet. Our goals include reaching net zero emissions by 2050 and cutting supply chain emissions by 50% by 2030. We also aim to embed sustainability into our everyday decisions, whether through operational choices, employee engagement, or supplier partnerships. These goals are more than targets, they reflect our vision of building a fairer, greener world.

This report, prepared using the Sundry carbon accounting platform, covers the period from July 2024 to June 2025 and builds upon our FY2023/2024 baseline report. By expanding our data coverage and strengthening our reporting processes, we continue to refine our understanding of where we can reduce emissions and how we can scale our positive impact.

METHODOLOGY AND REPORTING FRAMEWORK

Overview of Standards

Sharesource Pty Ltd's 2025 Greenhouse Gas ("GHG") Emissions Report has been prepared in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). Developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), the GHG Protocol is the most widely used global standard for measuring and reporting greenhouse gas emissions.

By adopting this framework, Sharesource ensures its reporting is consistent, transparent, and comparable to global best practice. This report covers emissions for the financial year ending June 30, 2025, unless otherwise noted.

Following the GHG Protocol, Sharesource has applied the control approach to define its organizational boundary and has reported across three scopes:

- Scope 1 (Direct Emissions): Fuel combustion from company-leased vehicles.
- Scope 2 (Indirect Energy Emissions): Indirect emissions from purchased electricity, heating, and cooling.
- Scope 3 (Value Chain Emissions): Indirect emissions associated with purchased goods and services, business travel, commuting, and other upstream and downstream activities.

Purchased goods and services / Capital goods

For the majority of purchased goods and services, the spend-based method under the GHG Protocol has been applied. As part of this method General Ledger transaction information is categorised to the most appropriate category that corresponds to an emissions factor.

Tools & Systems

- Carbon Accounting Platform: All calculations were performed using the Sunday platform, which applies emissions factors to organizational data and enables tracking across different calculation methods.
- Calculation Methods: Depending on data availability, emissions were quantified using:
 - Activity-Based Methods: Where specific data was available (e.g., litres of fuel purchased, kilometres travelled).
 - Spend-Based Methods: Applying emissions factors to financial expenditure data when activity data was unavailable.
 - Residual-Based Methods: Used where primary data was incomplete or not available, ensuring coverage across all categories.

Data Sources

Key data sources included:

- Fuel purchase records (Scope 1)
- Fleet management records (Scope 1)
- Utility invoices (Scope 2)
- Procurement and supplier records (Scope 3)
- Financial ledgers and accounting records (Scope 3)
- Travel records and booking confirmations (Scope 3)

Assumptions & Emission Factors

Emissions calculations draw on factors provided within the Sunday platform, which are aligned with:

- The GHG Protocol
- National emissions factors (e.g., Australian National Greenhouse Accounts factors)
- Internationally recognised databases where relevant

Calculating corporate GHG emissions can pose challenges specifically around the quality and availability of data to complete a full and accurate emissions assessment. Sharesource Pty Ltd is not alone in facing data collection challenges and is actively working to reduce data gaps as its GHG reporting practises mature. To improve transparency and comparability of carbon data, this section outlines the key areas where judgements, estimates and assumptions have been made as part of the inventory.

COMMITMENTS AND TARGETS

Supply Chain Engagement & Measurement

A large share of our emissions come from our supply chain, so we're committed to measuring and reducing them in partnership with suppliers. By tracking data and engaging on sustainable practices, we aim for meaningful Scope 3 reductions by 2030 while encouraging accountability across our network.

Energy-Efficient Technology Choices

We've invested in energy-efficient laptops over power-hungry desktops to cut electricity use across our hubs. These choices lower Scope 2 emissions and show how everyday decisions can reduce impact while supporting long-term sustainability goals.

Employee Sustainability & Awareness

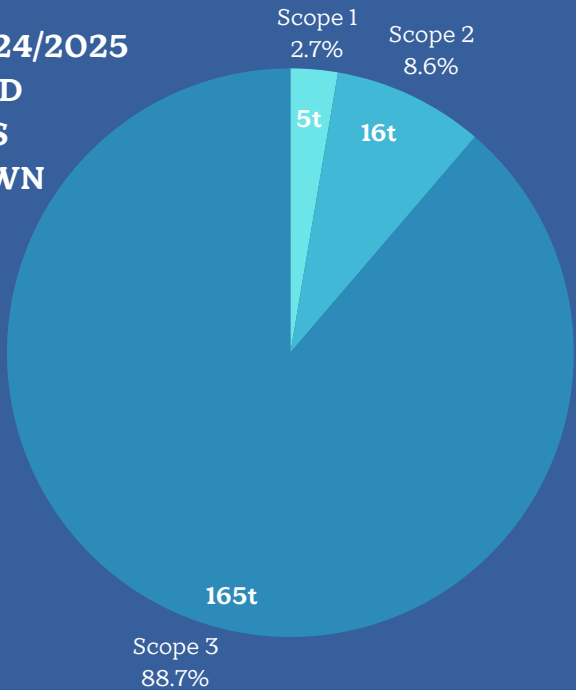
We empower our people through training, advocacy, and programs that address commuting and remote work emissions, making sustainability part of our culture. Going forward, we are also expanding this commitment by measuring and addressing employee-related emissions

COMPANY EMISSIONS OVERVIEW

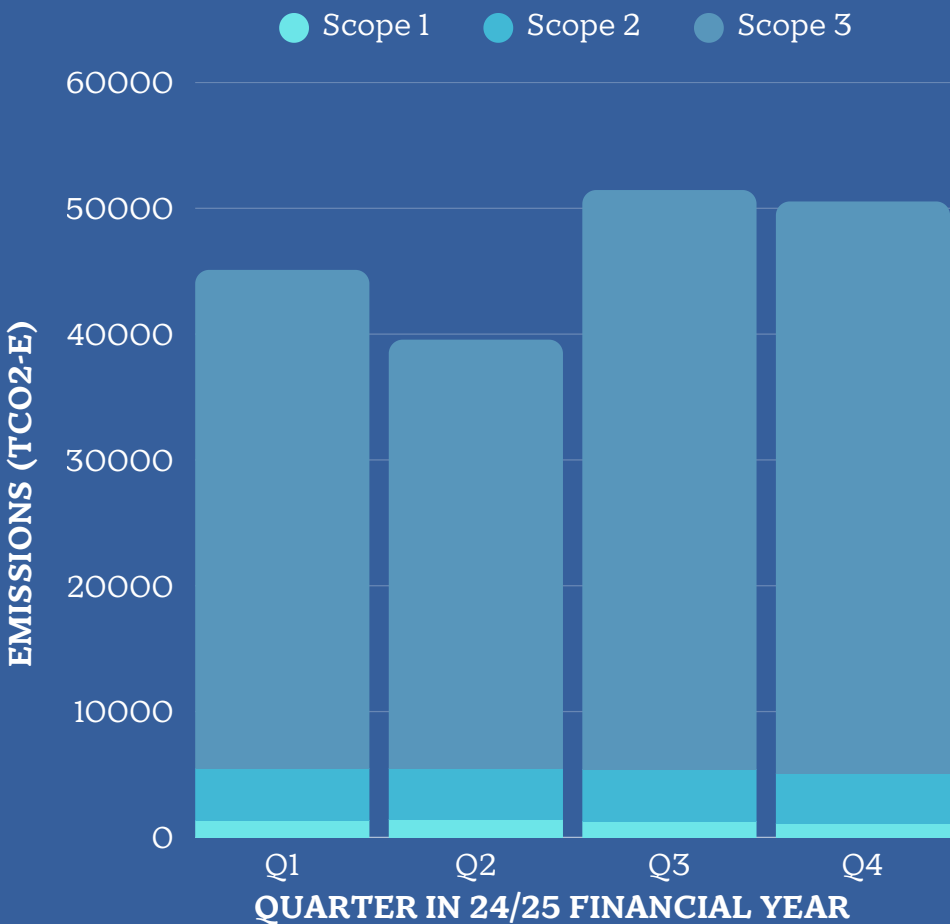
TOTAL EMISSIONS
ACROSS ALL
SCOPES:

187 tCO2-e

TOTAL 2024/2025
ESTIMATED
EMISSIONS
BREAKDOWN
(TCO2-E)



MONTHLY 2024/2025 ESTIMATED
EMISSIONS BREAKDOWN (TCO2-E)



*Monthly variation reflects travel patterns and electricity usage

SCOPE 1

OVERVIEW

Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by our organisation. For the reporting period, the total Scope 1 emissions amounted to 5,089.99 kg CO₂e

MAJOR CONTRIBUTORS TO SCOPE 1 EMISSIONS

Mobile combustion

- Source: Fuel combustion from company-owned vehicles such as cars, trucks, and other fleet vehicles.
- Drivers: The primary driver for these emissions is the usage of fossil fuels (e.g., gasoline, diesel) to power our transportation fleet. High operational demands and frequent travel contribute significantly to these emissions.

DATA SOURCES

Fuel Purchase Records: Detailed logs of fuel purchases for company-owned vehicles.

KEY INFLUENCING FACTORS

Operational Activities: The extent of our operations that require vehicle usage, such as logistics, delivery, and employee travel.

Fuel Efficiency: The efficiency and type of vehicles used in our fleet. Older or less efficient vehicles tend to have higher emissions.

ACTION PLAN

To reduce our Scope 1 emissions, we are considering the following strategies:

1. Fleet Modernisation: Invest in more fuel-efficient or electric vehicles to reduce fuel consumption.
2. Optimised Routing: Implement route optimisation technologies to minimise travel distances and fuel usage.

By addressing these factors, we aim to significantly reduce our mobile combustion emissions and contribute to our overall sustainability goals.

SCOPE 2

OVERVIEW

For the period of July 1, 2024 to June 30, 2025, Sharesource has calculated and reported Scope 2 emissions in line with the Greenhouse Gas Protocol. Scope 2 covers indirect GHG emissions from the consumption of purchased electricity used in our operations.

Our organisation leases four offices across different countries. Of these, two offices (Manila and Davao, Philippines) purchase electricity directly and therefore fall within our Scope 2 boundary. The remaining two offices are located in shared facilities where electricity is bundled into tenancy agreements and managed by the building provider, so no Scope 2 emissions are attributable to Sharesource from those sites.

METHODOLOGY

Emissions were calculated using the Market-Based Method, which applies emission factors specific to the electricity suppliers in Manila and Davao. Data was sourced from electricity bills paid directly by Sharesource for these offices. Where electricity is managed by landlords in shared facilities, emissions are excluded from our Scope 2 boundary in accordance with the GHG Protocol.

DRIVING FACTORS

The primary driver of our Scope 2 emissions is the consumption of purchased electricity in our office locations.

Significant factors include:

- Amount of electricity consumed.
- Emission factors associated with the electricity supply contracts.

ACTION PLAN

To reduce our Scope 2 emissions, we have implemented and plan to further explore the following strategies:

- Increasing energy efficiency through audits and improvements.
- Switching to renewable energy sources where feasible.
- Implementing energy conservation measures such as smart lighting and HVAC systems.
- Engaging with energy providers to seek lower-emission electricity options.

SCOPE 3

OVERVIEW

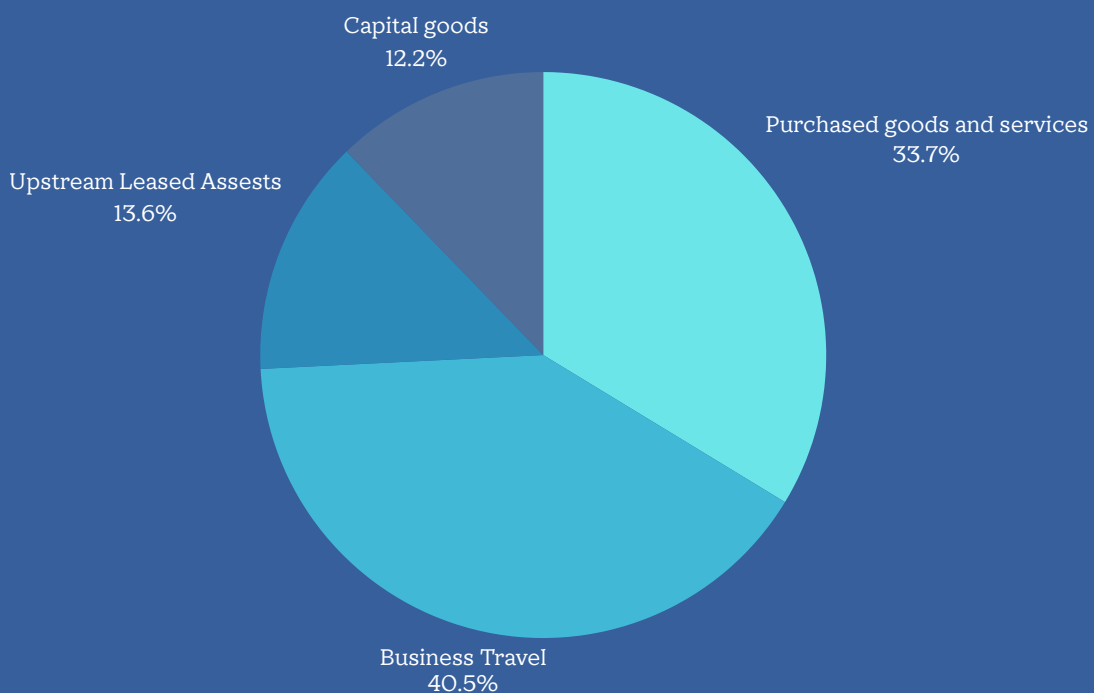
Scope 3 emissions are the largest part of our footprint, representing nearly 90% of our total impact. Like many service-based businesses, most of these emissions sit in our supply chain and in activities we don't directly control, such as employee commuting and business travel. Measuring Scope 3 is both complex and essential, and we are committed to continually improving the quality and coverage of this data

Total Scope 3 Emissions

For the reporting period (July 2024 – June 2025), Scope 3 emissions were calculated using three complementary methods to capture a complete picture of our value chain impact:

TOTAL SCOPE 3 EMISSIONS:
165 tCO₂-e

Breakdown per source:



SCOPE 3

KEY DRIVERS AND INSIGHTS

- Purchased Goods and Services consistently represent the largest share of emissions across all calculation methods, with spend-based estimates reaching 441,593 kg CO₂e.
- Business Travel emerges as the second-largest contributor, especially notable in the spend-based approach.
- Electricity (Scope 3, shared facilities) and Employee Commute make up smaller but still relevant portions of the footprint.

ACTION PLAN

To meaningfully reduce Scope 3 emissions, our focus areas include:

1. Procurement (Goods and Services):

- Review supplier practices and engage with vendors on sustainability.
- Explore low-carbon alternatives and prioritize suppliers with strong environmental credentials.

2. Business Travel:

- Minimize unnecessary flights.
- Encourage virtual meetings and prioritize lower-carbon travel modes where possible.

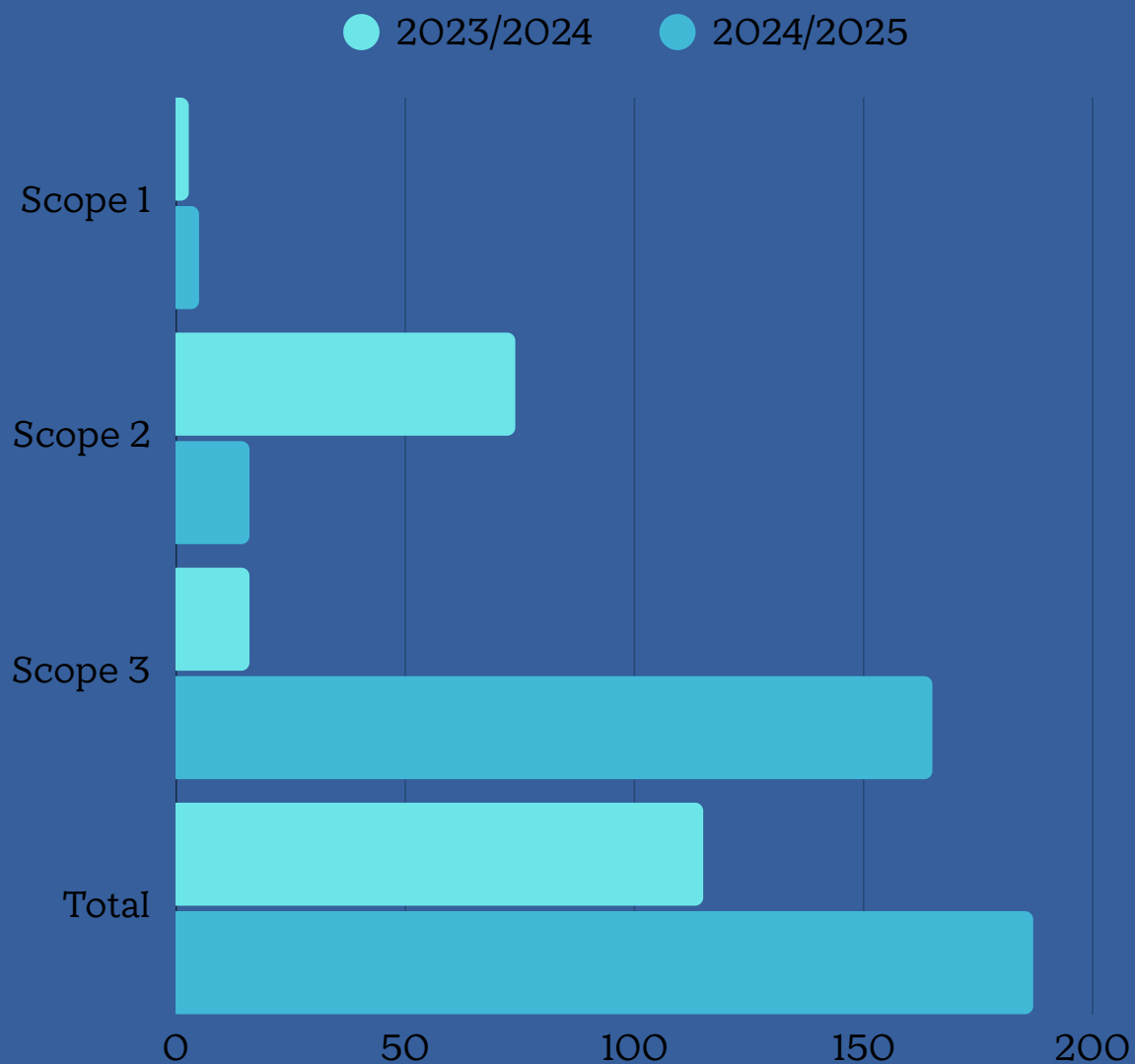
3. Employee Contribution Factors (Commuting and Remote Work):

- Assess commuting patterns across teams to identify opportunities for carpooling, cycling, or use of public transport.
- Review the carbon impact of working from home, such as home energy use, and explore initiatives to support employees in reducing this footprint (e.g. energy efficiency awareness, renewable energy options).
- Balance hybrid working to optimise both environmental and employee wellbeing outcomes.

By addressing both organisational and individual contributors, Sharesource aims to embed sustainability across every level of our operations.

YEAR ON YEAR COMPARISON

Compared to 2023/24, our 2024/25 results reflect more accurate reporting, especially with Scope 2 emissions now captured in the Philippines offices. This growth in data coverage makes our footprint appear larger, but it also gives us the insights we need to act. We did expect to grow our emissions based on our company size growth. We're now better placed to reduce supply chain and travel emissions as we move toward our 2030 target.



DISCLAIMER

Third Party Assurance

The GHG data and related information contained in this report have not been subjected to third-party assurance or verification. As such, the figures presented are based on internal calculations, methodologies, and data sources. While we have made every effort to ensure the accuracy and completeness of the information provided, the absence of external assurance means that the data has not been independently validated. We aim to pursue limited third-party assurance for Scope 1 and 2 by FY2026 to strengthen confidence in our reporting

Important Notes & Limitations

GHG reporting is subject to inherent limitations, primarily due to the reliance on averages and proxy data in the calculation of emissions. The GHG Protocol allows for the use of multiple methods in calculating emissions. The choice of a specific method affects both the reported emissions and the uncertainty associated with those calculations. Where significant judgments and assumptions have been made, these have been outlined transparently in subsequent sections of this report.

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