

Race
to
Zero

The logo features the word "PROfound" in orange, with a blue checkmark inside the letter "O". Below it, the word "Leadership" is written in a larger, bold blue font. Horizontal lines are positioned above and below "PROfound".

PROfound
Leadership

HUMAN-CENTRED LEADERSHIP TRAINING

PROfound Leadership

2025 Report

Race
to
Zero

Carbon Footprint



January 2026

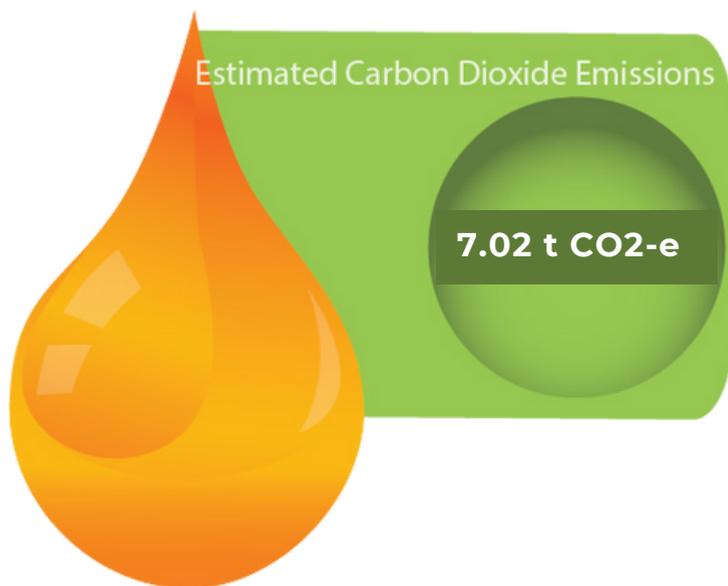


Limiting
Temperature
Increase to
1.5 degrees C

Greenhouse Gases Emissions

Organisational Boundaries

PROfound Leadership is an organisation that operates in Australia and internationally. It provides services on adult education, speaking engagement, training and leadership coaching. The office is located at 17 Hawthorn Drive, Hoppers Crossing, Victoria 3029. The current footprint includes the home office emissions and services provided by the organisation.



7.02 t CO₂-e

Measured emissions for the reported year. Emissions include Scope 1, 2 and 3. Scope 1 are emissions generated within the company.

2025

The reporting year covers from January to December 2025. There were 2 FTE employed during this period.

Scope 2 and 3

Scope 2 are indirect emissions from electricity purchased. Scope 3 are indirect emissions that consider both upstream and downstream impacts.

Commitment and Targets

Net zero target year

2050

Base year

2022

Near-term target

10% of absolute scope 1+2 emission reduction from our base year by 2024
15% of absolute scope 1+2 emission reduction from our base year by 2025
20% of absolute scope 1+2 emission reduction from our base year by 2026
25% of absolute scope 1+2 emission reduction from our base year by 2027
30% of absolute scope 1+2 emission reduction from our base year by 2028
35% of absolute scope 1+2 emission reduction from our base year by 2029
40% of absolute scope 1+2 emission reduction from our base year by 2030
45% of absolute scope 1+2 emission reduction from our base year by 2031
50% of absolute scope 1+2 emission reduction from our base year by 2032
55% of absolute scope 1+2 emission reduction from our base year by 2033

Comment

We aim at achieving Carbon Neutrality by reducing Scope 1 and Scope 2 GHG emissions 5% below 2022 levels per year, according to the Science Based Targets Initiative SBTi and offsetting remaining emissions.

Own Emissions

Emission Reduction Strategy

Plan in place for 2022-2031

Energy consumption

Total energy consumption: 1018 kwh

Renewable energy: 0 kwh

Scope 1 emissions

1.83 metric tons CO₂-e

Scope 2 emissions

0.82 metric tons CO₂-e (location based)

Plans & actions taken to reduce scope 1 & 2

TRANSPORT · Incentivise the use of public transport · Replace vehicle with low- and zero-emission vehicle · Replace some face-to-face meetings with online meetings · Optimise air travels · **WASTE** · Incentivise the reduction of organic waste · Phase-out single use plastic packaging · Apply the principles of "reduce, reuse, recycle" · **ENERGY EFFICIENCY** · Adoption of low consumption appliances · Widespread adoption of LED bulbs · Energy assessment · Process improvements to save energy · **ELECTRICITY PURCHASED** · Installation of solar panels · Buy Renewable Energy Certificates (RECs) · Change to a Carbon Neutral provider · **PAPER** · Reduce printing · Buy Carbon Neutral paper · **CIRCULAR ECONOMY** · Increase mobile devices, computers, monitors and office equipment circular economy: repair, refurbish, recycle

Scope 3 emissions

4.37 metric tons CO₂-e

Supply chain related - upstream emissions

Purchased goods and services: 1.68 metric tons CO₂-e

Capital goods: 0.89 metric tons CO₂-e

Fuel- and Energy-related activities: 0.45 metric tons CO₂-e

Business travel: 0.63 metric tons CO₂-e

Actions taken to reduce emissions from value chain

Once-off purchase of heat-pump aircon in 2023 and reduced travel and printing achieved a reduction of emissions. Circular economy for capital goods.

Calculation methodology and comment on the data accuracy, including any tools/methods used to calculate

We utilise bookkeeping software Xero, Microsoft Excel, and utility bills for initial data entry and normalisation. For emission calculations and reporting, we used the <https://businesscarboncalculator.normative.io> Calculator, as listed under SME Climate Hub Tools.

Results, Challenges and Outlook

Additional comments on annual results and progress from previous years

We operate remote-working as much as we can. We have introduced online tools to perform our work. We have installed a heat-pump split system and plan to install solar panels to reduce our gas/energy consumption. It will also reduce the costs of electricity. We will focus on waste reduction as a strategy to reduce emissions. We are planning to become Carbon Neutral and want to show our customers that reducing carbon emissions can be both good for the planet and increase your revenues.

Key challenges in reducing emissions

Reducing scope 3 emissions · Reducing emissions from business travel · Balancing emission reductions with business growth · Time constraints · Limited influence over suppliers · Electrifying the vehicle fleet and/or cutting transport emissions

Recommendations

Reducing carbon dioxide emissions requires changes to our processes and operations. At the same time significant savings can be achieved by a better use of energy and re- sources.



Renewable Energy

- Install solar panels to reduce the amount of purchased electricity
- Change to a carbon neutral electricity provider
- Turn off lighting, heating and cooling system and computers when not required



Green travel

- Promote online meetings instead of face-to-face meetings
- Increase the use of bikes or electric vehicles
- Organise train or bus travel when possible



Carbon Neutral Paper

- Use Carbon Neutral paper when printing: Carbon Neutral paper adds no carbon dioxide to the atmosphere. There are brands in the market certified as Carbon Neutral



Going Digital

- When possible use QR-codes for event related information and promotional material
- Minimise the amount of printed material



Sustainable Options

- Avoid single-use items as a way to reduce emissions and avoid harming wildlife
- Minimise the use of plastic: plastics are made from fossil fuels
- Consider extending the life of electronic equipments



Electrification

- Reduce the consumption of natural gas by changing to electric appliances

The Impact of our Emissions

8 Hectares

of Tropical Forest

we need 8.0 hectares of mature tropical forest to absorb 7.02 t CO₂-e (Phillips and Brienen 2017).

880 kg of CO₂

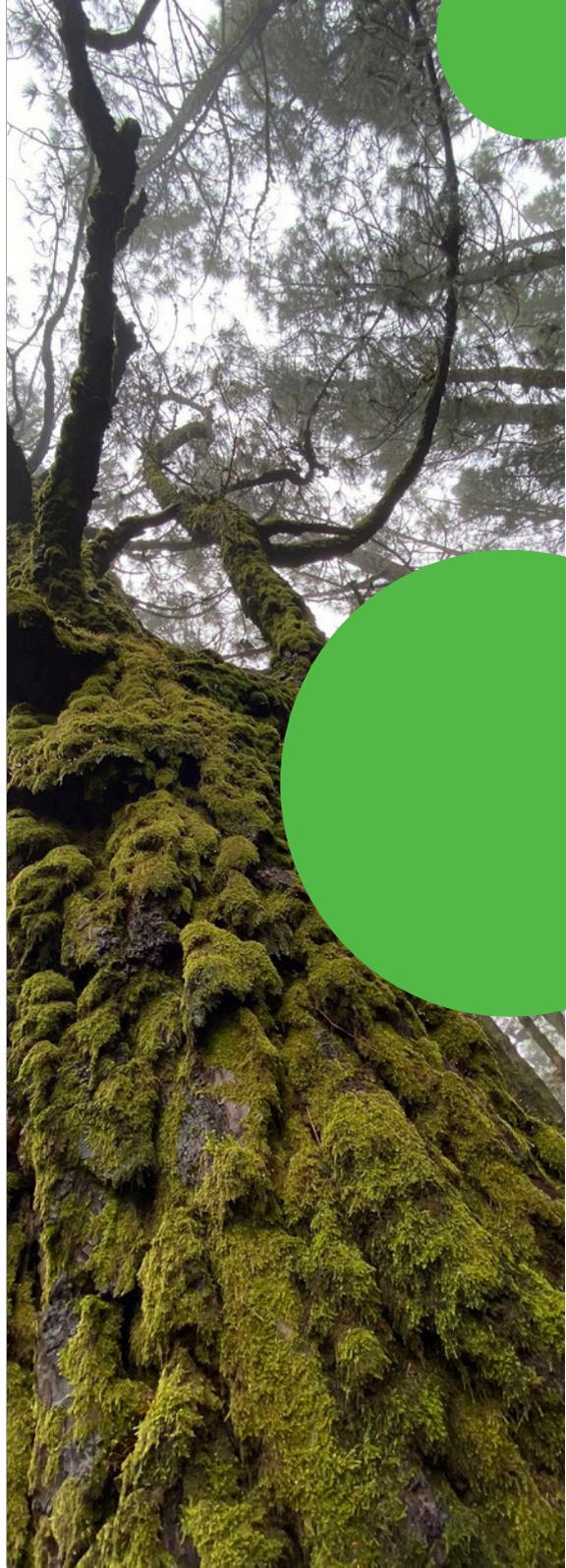
per hectare

An hectare of mature tropical forest absorbs 880 Kg of carbon per year.

2050

Carbon Neutrality

A collective effort from the whole society is required to identify, reduce and offset Greenhouse gas emissions to achieve carbon neutrality by 2050.



Offsetting our Emissions



How we offset emissions? There are international and local projects that either avoid or reduce carbon dioxide emissions and provide carbon credits.

Climate Active is an Australian Government program that supports national climate policy and regulates certification reflects the role that government, business and community have to play in working together to address climate change. Their carbon neutral certification, one of the most rigorous in the world, allows to choose a project where we can invest in carbon credits - called Certified Emission Reductions (CERs) - to offset emissions.

Offsetting projects: replacing use of fossil fuels, reducing energy consumption or capturing carbon from the atmosphere by reforestation and forest generation.



All Starts With a Pledge



RACE TO ZERO

The SME Climate Commitment

Recognising that climate change poses a threat to the economy, nature and society at large, our company commits to take action immediately in order to:

- Halve our greenhouse gas emissions before 2030
- Achieve net zero emissions before 2050
- Disclose our progress on a yearly basis

In doing so, we are proud to be recognised by the UN Climate Change High Level Champion's Race to Zero campaign, and join governments, businesses, cities, regions, and universities around the world that share the same mission.

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CARBON FOOTPRINT REPORT

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