SUSTAINABLE
SQUARE

NET ZERO
COMMITMENT

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Message from our CEO

Our commitment to achieving net zero emissions signifies a turning point for our organisation. It is a bold step towards a sustainable future, and the journey ahead will require continuous innovation, collaboration, and adaptation. As we embark on this path, we recognise the importance of transparency and accountability.

Our first net zero progress report in 2025 will not only reflect on the impact that our initiatives have had on emissions reduction, but it will also serve as a valuable tool for learning and improvement. By openly sharing our progress and challenges, we hope to inspire others and contribute to a collective effort towards a healthier planet. The impact of our initiatives and emission reductions will be reflected in our first net zero report in 2025.

Monaem Ben Lellahom
Partner - Group CEO
Sustainable Square

Our Purpose for Net Zero

Our Net Zero Strategy is aligned with science-based targets, and it is aimed at setting a solid foundation to continue measuring and reporting on our GHG emissions.

The world's biggest problem in today's time is climate change, a concern that was first argued in the late 19th Century and became an official warning in 1985 at a joint UNEP/WMO/ICSU Conference on "The Assessment of the Role of Carbon Dioxide and Other Greenhouse Gases in Climate Variations and Associated Impacts". The conference concluded that greenhouse gases "are expected" to cause significant warming in the next century and that some warming is inevitable.

Since its inception, Sustainable Square has been an impact-driven climate advocate in the way we deliver strategic direction through our services and engagements with our growing client-base, and in our thought leadership efforts to drive climate action. This formal net zero strategy comes at a time when it is the responsibility of every institution, regardless of the sector, size and impact, to reach a net zero status in their operations to collectively limit the global temperature rise to 1.5°C (Paris Agreement).

To start our journey, in 2023, we embarked on formalising our net zero target by participating in significant commitments on global and national levels. We became a member of the UN Race to Zero campaign through joining the SME Climate Hub, which is a global initiative that empowers small to medium sized companies to take climate action and build more resilient businesses. In 2024, we joined The Climate Pledge, an initiative co-founded by Amazon and Global Optimism that encourages small-medium enterprises (SME) to reach net zero state by 2040. As an SME with significantly low emissions, we have joined the pledge to further solidify our efforts.

At the national level, in 2023 we became a signatory of UAE Climate-Responsible Companies pledge to contribute towards the ambition of UAE's Nationally Determined Contributions (NDCs). Our Net Zero Strategy is aligned with science-based targets, and it is aimed at setting a solid foundation to continue measuring and reporting on our GHG emissions.

Our GHG Inventory & Baseline Emissions

Organization Name	Sustainable Square Consultancy & Think Tank
Industry	Consulting
Business Activities	Reporting and strategy services on ESG, sustainability, climate change, sustainable finance, responsible investment, social impact and other related areas
Baseline Year	2023
Rationale for choosing the Base Year	To establish a robust baseline for measuring future environmental performance, 2023 was selected as the starting point due to significant restructuring initiatives implemented within Sustainable Square's operations and workforce. Aligning with the new corporate strategy effective in 2024, this decision leverages 2023 organisational data, along with the incorporation of scope 3 categories identified through the screening process.
Target Year	2030
Organiszational Boundary	Consolidation Approach = Control Boundary Used = Operational Control
Operational Boundary	Scope 2 and 3
List of scope 3 activities/categories included	Categories - 1, 2, 5, 6, 7
Any Exclusions	Scope 1 is excluded entirely as not applicable

We have been on a progressive journey of reporting our emissions annually, each year expanding on our reporting scope. In 2023, we took the strategic decision of establishing our complete GHG inventory based on GHG Protocol's methodology of operational control approach.

We set 2023 as our baseline year, as we conducted a detailed scope 3 screening and identified hotspots of our organisation's emissions.

This involved organisation-wide engagements via surveys and discussions. The process did not include external stakeholder engagements due to the nature of our operations and identified scope 3 categories. Our emissions are only limited to indirect sources as we do not have emissions associated with direct fuel combustion from any source controlled or owned by us.

With our revised corporate strategy and the formal changes in our operations as well as team structures, 2023 is the most befitting baseline year.

Sources of Emissions	Baseline Emissions in tCO_2e (2023)
Scope 2: Indirect emissions from electricity consumption	**1.62**
Scope 3 Category 1: Purchased goods and services	**5.733**
Scope 3 Category 2: Capital goods	**0.001**
Scope 3 Category 5: Waste generated in operations	**1.5**
Scope 3 Category 6: Business travel	**30.650**
Scope 3 Category 7: Employee commuting	**10.154**

Scope 2 Emissions are calculated using the emission factors available in DEWA's sustainability report.
Scope 3 Emissions are calculated using emission factors from the database of climatiq.io for purchased goods and capital goods; Ecolytiq and proxy sources for third-party services; AWS carbon data for our web-based AI technology; ICAO and IATA for business travel; and FutureTracker platform for Employee Commuting

Two key areas contributing to our organisation's emissions are business travel and employee commutes. As a service-based consulting firm, business travel is intrinsically linked to our business operations, and it is not viable for our business growth to eliminate business travel in its entirety. Therefore, we are exploring strategic ways of limiting business travel, which include implementing processes to prioritise travel needs, ensuring essential in-person interactions and additionally, raising client awareness regarding the environmental impact associated with travel within our value chain.

Simultaneously, we have been practising hybrid work model even before COVID-19 which reduces our emissions from employee commuting, while allowing a better work-life balance. In 2023, we formalised this structure with a 3-day office, 2-day remote schedule, further encouraging employees to benefit from it and enabling more structured emissions tracking.

The remaining scope 3 emissions constituted by purchased goods and services, and capital goods are significantly low. In 2023, as part of the retrofitting of our office space, we took the conscious efforts of choosing our suppliers and appliances. We sourced our new furniture and office essentials ensuring sustainable sourcing of materials. In parallel, our older furniture was donated to the families-in-need in our community. For any replacement or procurement purposes in the future, we will be consistent with this approach and prioritise sustainability performance indicators of the vendors.

For emissions from waste generated in operations, we have accounted for the compostable waste that we aim to divert from landfills by partnering with a third-party service on composting. Sustainable Square is already in a near-zero state of paper and plastic waste, our aim is therefore, to responsibly direct any paper and plastic waste (on need basis) to recognised recycling entities.

Our scope 2 emissions account for only 3.3% of our total emissions. We have taken efficiency measures by choosing energy-saving appliances, while benefiting from the natural lighting and ventilation in our office space.

We have been practising hybrid work model even before COVID-19 which reduces our emissions from employee commuting, while allowing a better work-life balance.

Our Net Zero Target

Our comprehensive GHG inventory laid the foundation for our net zero strategy. We used SBTi net zero methodology and tool to derive our net zero target to align with climate science and urgency toward climate action.

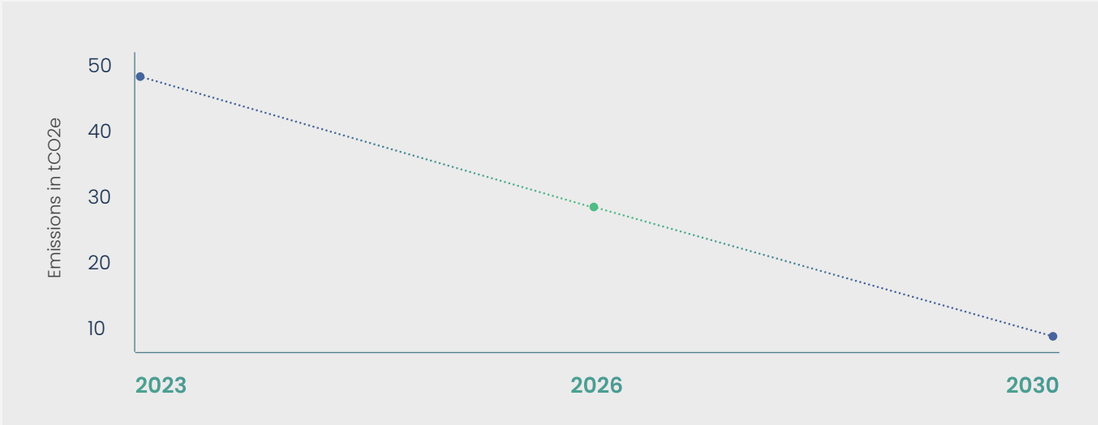
ABSOLUTE EMISSION REDUCTION TARGET FOR SUSTAINABLE SQUARE

SCOPES 2 & 3 (tCO2e)	BASE YEAR (2023) **49.66**	TARGET YEAR (2030) **4.97**	% ABSOLUTE REDUCTION **90%**
LONG TERM SBT FORMULATION	**SUSTAINABLE SQUARE COMMITS TO REDUCE 90%** OF SCOPE 2 AND 3 EMISSIONS BY 2030 FROM A BASE YEAR OF 2023		

INTENSITY REDUCTION TARGET FOR SUSTAINABLE SQUARE

SCOPES 2 & 3 EMISSION INTENSITY (tCO2e/Employees working at our corporate headquarter)	BASE YEAR (2023) **4.97**	TARGET YEAR (2030) **0.15**	% INTENSITY REDUCTION **97%**

Our Net Zero target and strategy for implementing sustainable practices will contribute to the global efforts towards a low-carbon economy and climate resilience.



We have established an interim target of a 60% reduction in total emissions by 2026.

This target fosters accountability, transparency, and the identification of any changes required to refine our strategy and achieve our net-zero goal by 2030.

Our Pillars to Achieving Net Zero

Emissions Reduction Strategies

Our strategy to reduce our emissions to reach these targets include measures for energy efficiency, conscious procurement of office supplies, composting initiative for organic waste generated in the office, and more stringent efforts for sustainable resource consumption and recycling efforts.

Offsetting Strategies

Since our emissions are majorly indirect and factors some unavoidable emissions, such as emissions from business travel and employee commute, we will enter the credible and voluntary carbon market for offsets.

Monitoring, Reporting & Verification (MRV)

To ensure continuous improvement, we will actively monitor progress, report results annually through the SME Climate Hub and our sustainability report, and adapt sustainable strategies based on our findings.

Our Roadmap to Net Zero

Recognising the commendably low baseline emission that Sustainable Square has as a small-medium enterprise, we remain committed to implementing behavioral changes and strategic budget allocation. This two-pronged approach will further minimise our environmental footprint and optimise resource management.

Achieving net zero requires collective effort and we, at Sustainable Square, stand by our commitment to embrace genuine collaboration to build a sustainable future. This strategy sets a clear path for our journey towards net zero by 2030.

Procurement & Waste Management

- **Conscious Procurement:** Source sustainable office supplies, appliances and furniture.
- **Composting Initiative:** Divert organic waste from landfills.
- **Recycling Efforts:** Implement a robust recycling programme.

Business Travel & Employee Commuting

- **Strategic Travel:** Strategise business travel with our clients and optimize routes when necessary.
- **Hybrid Work Model:** Encourage a reduction in employee commuting emissions with a 3-day in-office, 2-day remote work arrangement. While commuting for work, we aim to follow effective communication to facilitate shortest and less congested routes during peak hours or to avoid peak hours.

Sustainable Operations

- **Energy Efficiency:** Optimise energy consumption in our office space and leverage on Microsoft's and Amazon Web Services' carbon-negative commitments.
- **Green Hosting:** Transition of our website to AWS for reduced emissions.
- **Sustainable Teleworking:** Promote energy-efficient practices and natural lighting and ventilation at home offices.

Carbon Offsetting:

Plan to purchase credible offsets to compensate for residual emissions to achieve net zero by 2030.

> **Neutralise any remaining emissions with additional, quantifiable, real, permanent, and socially-beneficial offsets to achieve net zero annual carbon emissions.**

Thought Leadership

- **Squarely Platform:** Empower clients with AI-powered ESG reporting tools for sustainability action.
- **Client Engagement:** Promote climate action through impactful services and client partnerships.
- **Climate Communication:** Lead the conversation on climate action through a strategy for impactful content targeting a broad audience.

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