



# 2024 Sustainability Report



## A MESSAGE FROM OUR MANAGEMENT

Dear Reader,

As Partners within Nova Reperta, it is with great pride and conviction that we present the **first Nova Reperta Sustainability Report 2024**. This report marks an important **milestone** in our ongoing journey toward a more sustainable future—one that we believe is both a responsibility and an opportunity for businesses today.

At Nova Reperta, we have always been a **catalyst for change**, historically known for helping companies transform with a focus on performance and long-term value creation. However, in today's world, business transformation cannot be disconnected from sustainability. ESG is no longer a peripheral concern—it is a fundamental driver of resilience, innovation, and long-term success.

We strongly believe that each of us has a role to play in shaping a more sustainable future—not just as individuals, but as professionals and leaders with the **power to drive real impact**. While many may be limited to influencing their immediate environment, we at Nova Reperta operate at the heart of corporate transformation. This gives us not only an opportunity but a **duty to push forward sustainability** in a meaningful way.

**ESG is rooted in our core values**, naturally aligned with the way we work, collaborate, and support our clients. We see it as our responsibility to raise awareness, engage in dialogue, and challenge business leaders to **integrate ESG thinking into their strategic decisions**. As trusted advisors, we have a unique position to influence corporate mindsets.

In 2024, we took a decisive step forward by structuring our ESG strategy around **five key pillars**: Our Organization, Our People, Our Partners, Our Community and Our Environment. With this framework in place, we have set an ESG ambition, built an action plan, and developed a roadmap to accelerate our sustainability maturity.

By publishing this report, we seek to **communicate transparently** about our sustainability impact, initiatives, and aspirations. But real change doesn't happen in isolation. **Shaping a sustainable future** requires collective effort. Together—with our employees, suppliers, clients, and stakeholders—we can drive meaningful change for future generations.

We extend our sincere gratitude to everyone who has contributed to this journey. We hope you find this report both insightful and inspiring.

**François Delfosse**

Founding Partner & Head of ESG



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## 1. ABOUT NOVA REPERTA

Nova Reperta has been founded in 2011 by a group of seasoned consultants and managers. We are active all over Europe with offices in Brussels and Amsterdam. What is in our name is in our activities. Nova Reperta signifies new discoveries and derives from a series of illustrations from the 16th century, each depicting a new discovery, setting off a modern, innovative future.

It is our goal to help companies to set a clear course for success and cultivate the strategies, processes, tools and mindset they need.

**“At Nova Reperta, we cater to companies of all sizes, with a focus on medium to large corporates. Together, we help them improve we change, reverse, transform, digitize, adapt, rethink and execute**

### NOVA REPERTA IN FIGURES

OUR CURRENT WORKFORCE (FTES)

**47 FTES**

OF WHICH



**35%** Female

consultants

CARBON FOOTPRINT



PER EMPLOYEE

**5,8**  
**tCO2**

**-37%**



Vs. 2022

Reduction in business travel  
emissions



**728h**

of Pro-bono work



**1100 h**

of training followed by our employees

(incl. mentoring & on the job training)



## 2. VALUES OF NOVA REPERTA

At Nova Reperta, we are entrepreneurial, pragmatic, inclusive, trustworthy & always exploring. These values translate throughout all our operations and activities both for and at our client, and within our company.

### ENTREPRENEURIAL

*Relating to someone who starts their own business or is good at seeing new opportunities*

Realizing real sustainable impact requires courage, dedication, resilience and ability to learn from any situation. At Nova Reperta, we take initiatives while sticking to collective ambition!

### PRAGMATIC

*Solving problems in a sensible way that suits the conditions that really exist now, rather than obeying fixed theories, ideas, or rules*

As entrepreneurs, effective impact in the short-term matter! This requires to roll up our sleeves to co-develop concrete and realistic solutions. This is essential to our clients as we like to join forces in making things happen, so we can share the pride in the results!

### INCLUSIVE

*An inclusive group or organization tries to include many different types of people and treat them all fairly and equally*

We, at Nova Reperta, are one team. We are helping each other to realize our collective goals. Inclusivity starts with profound respect for each other and continues in collegiality that energizes us all.

### TRUSTWORTHY

*Telling the truth and being able to be trusted*

At Nova Reperta, we accompany our client on demanding journeys. This requires 'trusted and trustee' mentality 'from the floor to the boardroom', driving not only the hard impact of transformations but also the cultural change to accompany it.

### ALWAYS EXPLORING

*To search and discover (about something) and to think or talk about something in order to find out more about it*

At Nova Reperta, we believe in innovation. We are agile to explore new ways. We are constantly exploring new routes with our team and with our clients in the quest of sustainable change – for the better.



### 3. ESG STRATEGY

#### MATERIALITY ASSESSMENT

We believe that undergoing materiality analysis is an essential step to developing an ESG strategy. As part of our commitment to transparency and stakeholder engagement, we conducted a **materiality assessment**, to better understand the ESG issues that matter most to our employees. This assessment is essential for aligning our **corporate sustainability strategy** with **employee expectations and business priorities**. This analysis highlighted crucial objectives to be incorporated into the sustainability strategy.

#### METHODOLOGY

The approach was structured into five steps:



The two conditions we set to qualify a topic as material were to impact the business significantly and be of importance to stakeholders.

This process forms the foundation of our ESG strategy, guiding us in setting targets, allocating resources, and integrating sustainability into our business operations. To determine the most material ESG topics, we conducted a stakeholder engagement survey involving our employees (Consultants & Freelancers) and the Management (Partners & Directors). Each group was asked to evaluate the importance of various ESG topics on a numerical scale. The results were then aggregated and analysed to assess stakeholder importance (employee perspective) vs. business impact (management perspective).

The following topics were included in the assessment of key ESG priorities by key stakeholders:



For the **Environmental** pillar:

- Sustainable procurement
- Climate change
- Environmental footprint & CO<sub>2</sub>
- Waste & Water management



For the **Social** pillar:

- Local involvement
- Well-being at work
- Fairness in the work environment
- Diversity and inclusion
- Human Rights



For the **Governance** pillar:

- Responsible and Ethical Governance
- Financial Resilience
- Transparent communication
- Socially Responsible investments

To ensure a **comprehensive analysis**, we asked employees two set of key questions:



- 1) Which ESG topics do you believe employers should invest in?  
*Expectation Level: How important is this topic to you?*
- 2) Where should Nova Reperta increase engagement efforts?  
*Engagement Level: Based on current performance, should we do more?*

These dimensions allowed Nova Reperta to identify employee priorities, pinpoint areas for improvement and differentiate between well-managed and under-invested areas, ensuring resources are allocated effectively.

### KEY FINDINGS

The materiality assessment results reveal three primary categories of ESG topics:

- **Strategic Priorities:** Topics with high employee expectations and a perceived need for increased engagement.
- **Sustained Focus Areas:** Topics that employees consider important but where current engagement is viewed as sufficient.
- **Opportunity Areas:** Topics that, while moderately important, require improved engagement

This matrix visually represents:

- **Stakeholder Importance:** How employees perceive the importance of each topic
- **Business Impact:** How management evaluates the relevance of each topic for corporate strategy and risk management

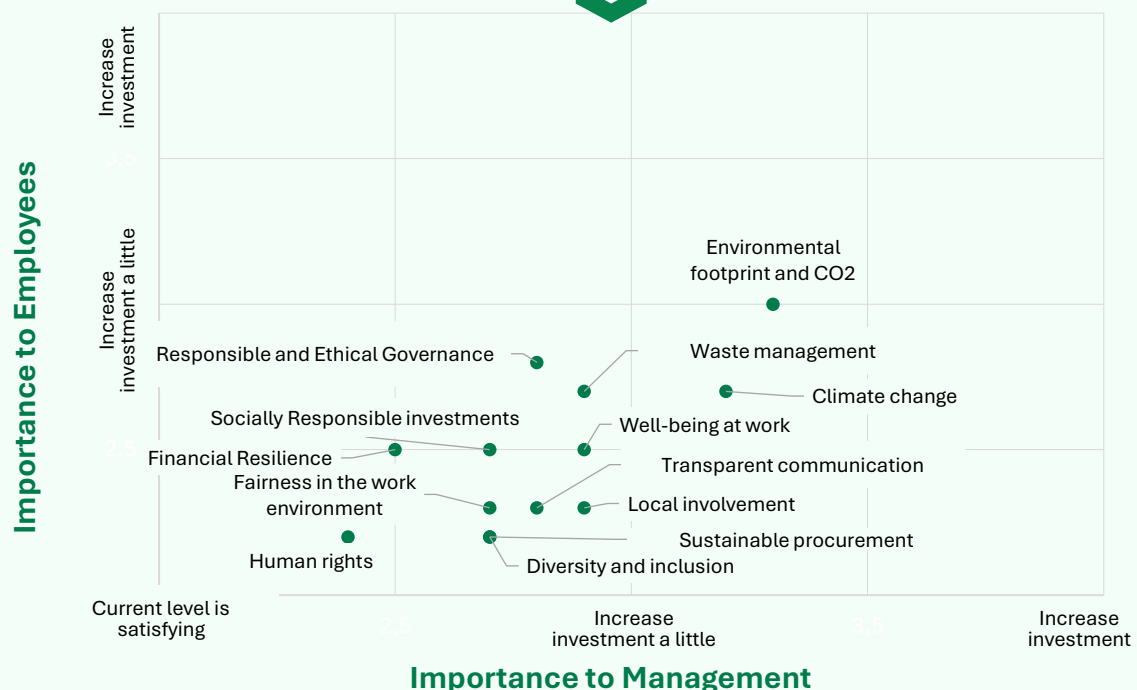
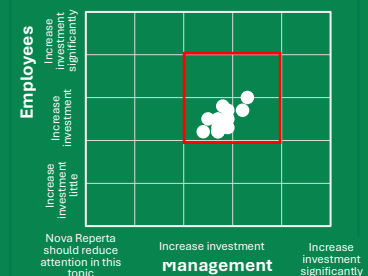


Figure: Material topics for Nova Reperta – Key priorities



Nova Reperta is perceived as performing well in human rights, diversity and inclusion, ethical governance, and financial resilience, all of which received low investment need scores despite being highly valued by employees. This **suggests that existing policies in these areas are effective and aligned with employee expectations.**

In contrast, climate change, CO2 reduction, and transparent communication received higher investment need scores, indicating gaps between expectations and current efforts. Employees and management believe Nova Reperta should allocate more resources to environmental initiatives and improving transparency. Socially responsible investments and local involvement also show room for improvement.

Notably, there is **strong alignment between employees and management** on where

investments should be increased, with both groups identifying climate action, emissions reduction, and transparency as priority areas requiring greater commitment.

This exercise highlighted topics our employees value and where their priorities lie. **Nova Reperta meets expectations in social and governance areas** but needs to increase investment in environmental sustainability and corporate transparency. Strengthening climate action, emissions reduction strategies, and internal communication will help align corporate efforts with employee priorities

The ultimate objective of this materiality exercise was to ensure that the key themes identified in the Nova Reperta ESG strategy were well aligned with stakeholders' expectations and focused on the most relevant issues for the company.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDG)

It was also essential to Nova Reperta to align the sustainability approach with the United Nations' Sustainable Development Goals (SDGs).



Various discussions took place internally to identify the most relevant SDGs for the company. As a conclusion, Nova Reperta has decided to actively support the following five SDGs.

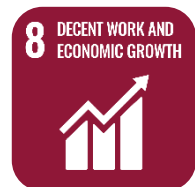




### SDG3: Good health and well-being

The objective of SDG 3 is to ensure healthy lives and promote the well-being for all at all ages.

We take this goal very seriously at Nova Reperta, with our **employees being at the centre of our focus**. To promote well-being, we are committed to ensuring a secure and human working environment, being fair and equal to all our employees and continuing to be a human, open-minded, empathetic company. An important part of this is, the new office space that we started occupying in 2024. On the daily we substantiate our open feedback culture, ensuring each opinion is expressed, heard and accounted for.



### SDG 8: Decent work & economic growth

The objective of SDG 8 is to promote sustained, inclusive, sustainable economic growth, full and productive employment and decent work for all. This SDG is fully engrained within Nova Reperta as we encourage skills development and **career growth opportunities** for all our employees. We uphold fair labour standards, with fair wage practices, and transparent career advancement opportunities.



### SDG4: Quality education

The objective of SDG 4 is to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

At Nova Reperta, all employees have the opportunity to follow an extensive selection of trainings per year. With 1,100 hours of trainings followed by our employees in 2024. We promote and foster quality education to our employees. Besides trainings approaching specific thematic, we provide **continuous training on the job**, notably via our **mentoring program**. We aspire to unveil the full potential of all members of our team, and train each of team, at all levels to become leaders, combining hard skills with soft. Integral to our approach, we are very proud of sustaining this practice, which extends to the personal development of our employees.



### SDG 12: Responsible consumption and production

The objective of SDG 12 is to ensure sustainable consumption and production.

We are aware of our responsibility to environmental challenges, which is why we are **committed to being conscious of our consumption**, utilizing recycled materials in our offices and implementing sustainable waste-management processes.



### SDG 13: Climate actions

Sustainable Development Goal 13 aims to take urgent action to combat climate change and its impacts.

At Nova Reperta, we have **installed climate actions** such as a mobility budget and a fully electrified fleet for our employees. Apart from that, our offices are located in a well-insulated office.

Besides, Nova Reperta was involved in the creation of communities that work the Sustainable Development Goals



## 4. 5 PILLARS OF THE ESG STRATEGY NOVA REPERTA

In light of the insights gained from the strategic analysis initiated in 2025, we have structured our ESG-commitments around five key pillars: Our Organization, Our People, Our Environment, Our Community and our Partners. For each of these pillars, firm and ambitious engagements have been set.



### ESG AMBITION NOVA REPERTA

Our ESG ambition is to actively contribute to a sustainable future by integrating environmental responsibility, human progress, and respect for the planet into our core activities. Centred around five key pillars—Our Organization, Our People, Our Environment, Our Community, and Our Partners—we place our people at the heart of our efforts and continuously assess our impact through materiality assessments.



## 5. KEY REALIZATIONS BY PILLAR

### OUR ORGANIZATION

For the first pillar, we, at Nova Reperta, commit to:



- Ensure a secure and human working environment & set up dedicated project management for a clear and well communicated integration of sustainability throughout the whole organization
- Ensure responsible business management through compliance with ethical standards, implemented individually and collectively
- Ensure financial resilience

Our commitment to creating a secure and human-centric working environment is fundamental to our ESG strategy. We recognize that our team is at the centre of Nova Reperta, their safety, well-being, and professional growth are paramount. To achieve this, we have implemented rigorous safety protocols, continuous training programs, and well-being initiatives that address both physical and mental health. To that regard, a risk assessment was conducted to evaluate all the potential risks to which our employees were exposed during the practice of their work functions. Preventive measures have been established, with no accidents reported or observed at Nova Reperta.

An **ESG practice** was established in 2021 within Nova Reperta, to coordinate initiatives around sustainability and to ensure that an action plan is deployed to further improve our ESG maturity.

We are also committed to conducting our business in a manner that is ethical, transparent, and responsible. This means adhering to the highest standards of integrity in all our dealings, both individually and

collectively. Our ethical standards are not just guidelines; they are integral to our business identity. We have instituted a comprehensive **business code of conduct** that ensures all employees understand and uphold our ethical commitments. This business code of conduct is regularly reviewed and updated to adapt to new challenges and regulations, ensuring that we remain at the forefront of responsible business management. We believe that ethical business practices are the cornerstone of long-term success and trust with our stakeholders.



In addition to the commitments outlined in our ESG engagements, we have also developed comprehensive **ESG policy** to reinforce our dedication to sustainability,



ethical practices, and the well-being of our employees. The ESG policy is not a static document; it evolves as we continue to assess our impact and seek new ways to enhance our sustainability performance. Regular reviews and updates ensure that we remain aligned with global best practices and emerging trends in sustainability.

And finally, **financial resilience** is a critical component of our sustainability framework. We understand that long-term sustainability cannot be achieved without a strong and stable financial foundation. To this end, we employ robust financial management practices that focus on risk management, diversification, and strategic investment.

## OUR PEOPLE

Our employees are invaluable—they are the key drivers of value creation for all our stakeholders. We are committed to enhancing their well-being by fostering a culture of growth, openness, and empathy. By empowering each team member on their professional journey, we create an environment where development thrives, and potential is fully realized.

### *PERSONAL GROWTH*

Within Nova Reperta, we see every project, both internally and with clients, as an opportunity for personal and professional growth. **Helping our team members reach their full potential** is at the heart of our culture. We believe that great consultants are not only defined by their expertise but also by their ability to lead, inspire, and drive change. That's why we actively support each consultant's development journey, shaping them into the leaders of tomorrow by combining technical mastery with strong leadership and change management skills. Beyond client work, we encourage everyone in our team to take on internal responsibilities, allowing them to develop additional skills, increase engagement, and strengthen their sense of belonging.

Our approach is designed to ensure that we can weather economic fluctuations and continue to deliver value to our stakeholders. By maintaining a resilient financial structure, we can invest in sustainable innovations, support our employees, and contribute positively to the communities in which we operate.

In 2024, we took an important step in our sustainability journey by conducting our first ESG assessment through the EcoVadis platform. We will repeat this process on a yearly basis. This marks a valuable opportunity to enhance our commitment to our sustainability journey

Employees have the freedom to choose which internal initiatives they want to contribute to, whether in knowledge sharing, business development, company culture, or other strategic areas. These contributions are also an integral part of our appraisal process, where we evaluate growth based on both client and internal contributions. Many of our most valued initiatives, such as DITO and company events, were born from this **culture of autonomy and initiative-taking**. We empower everyone to bring new ideas to life, ensuring that professional development extends beyond traditional career progression to include entrepreneurial thinking and organizational impact.



## OPEN CULTURE

An open, transparent, and collaborative culture is fundamental to how we work. Every employee is assigned a **mentor** from management, with whom they regularly discuss their personal development plan, project reflections, and key feedback. These one-on-one sessions create a structured approach to growth, helping each individual navigate their career path with support and guidance.

Beyond formal mentorship, we foster an **open feedback culture**, encouraging employees at all levels to express their ideas, challenge assumptions, and actively contribute to problem-solving. On projects,

everyone—regardless of role—is encouraged to voice their opinions and take part in brainstorming sessions, ensuring diverse perspectives are heard and valued. This culture of trust and inclusion not only enhances the quality of our work but also strengthens our collective ability to drive impact.

By combining structured career development with a culture of openness, we create an environment where people thrive, continuously develop, and contribute meaningfully to both the company and the clients we serve.

## EMPLOYEE WELL-BEING

To this extent and to foster our culture, we organise company events, contributing to the team's wellbeing and as a testament of our gratitude towards every member of Nova Reperta. Our annual **Ski-Trip** and **Family Beach Day** are popular events, contributing to a close-knit culture within the team. Additionally, we are fostering collaboration between employees by having the Dutch and Belgian team come together once a month for a **Day in the Office (DITO)**, where we promote transparency by sharing company and project updates. To introduce new joiners appropriately to Nova Reperta, we are also conducting a yearly **Basecamp**. Basecamp is a two-day event, where new joiners learn about Nova Reperta and get to know each other, Partners and colleagues.



Next to the official company events, **numerous communities** have formed within Nova Reperta, where employees share their hobbies and passions come together. This includes our race biking community, our kite surfing community and our recently formed Iron Man community.

In 2024, we also made significant investments to offer our team pleasant working conditions. To that end, we have moved our offices to a new and comfortable

office building. Comfort and functionality are the key focuses of the design of that new working space. Additionally, we are also offering our employees the chance to work from home frequently.

All those activities also funnel into the goal of Nova Reperta, where we strive to be a fair and attractive employer with a clear focus on the well-being of our staff and a good work life balance





## FAIR LABOUR PRACTICES

Additionally, we emphasize social responsibilities by guaranteeing fair labour practices and we commit to reinforcing equality, diversity and inclusion without any form of discrimination.



I'm very proud to be called a Nova Reperta consultant and I'm grateful for everything which the firm has done for me over the past years. I've accelerated my personal growth at a great pace thanks to the many opportunities which are presented to us, and the incredible people that work here.

Nova Reperta is a large family with many great minds coming from many different places. What sets us apart is this group of smart, pragmatic, crazy, different individuals that look at a single problem from 10 different angles, and jointly agree on a way forward, all this whilst having fun during and after working hours.

**Charles Brodt**

Director



### Equal opportunities:

we believe in equal opportunities for all, and in all layers of the organization. Our hiring and internal mobility practices are solely merit based. In 2024 we counted within our consultants, principal, lead and director population 20 men and 14 women, between Belgium and the Netherlands.

**Whistleblower procedure:** we encourage all our internal stakeholders and our external business partners to report any complaints without fear or fear of retaliation. To that end, a whistleblower procedure was established, designed to uphold transparency and integrity within our operations.



You can feel that everyone here is genuinely invested in making the company better. There's a sense of unity, and people step up to do what's needed—no matter their title

**Simge Hocalar**

Management Consultant



## OUR PARTNERS

We will integrate ESG dimensions into all layers of our operations alongside our stakeholders who will be encouraged to adopt strong ESG governance and procedures throughout our value chain. This notably includes and applies to our

suppliers who are subject to the Supplier Code of Conduct.

A Nova Reperta' **Supplier Code of Conduct** is available and disclosed on our company website. With this document, we want to



emphasize the importance of ethical, environmental, social, governance and Compliance to our suppliers, in our and their road trip to a more sustainable supply chain. In 2025, a KPI and target will be implemented in procurement activities to increase the awareness and importance of sustainable procurement.

Additional to our Supplier Code of Conduct, we are very firm against any form of slavery

practice, where we ensure our suppliers comply **with anti-slavery measures** and have detailed anti-slavery policies. The same applies to **anti-corruption and anti-bribery**, where policies and code of conduct are in place to prevent corruption and bribery

ESG dimensions will also be evaluated and taken into consideration in the selection process of our key suppliers.

## OUR COMMUNITY ENGAGEMENT

At Nova Reperta, we are deeply engaged in activities that benefit our community.



charities, contributing to social integration by fighting poverty helping disabled, focusing on child welfare and all in all providing equal opportunities for all generations from all socio-economic backgrounds. As a true testament to our engagement, Managing Partner Filip Leflot has been actively involved in UFB as a representative member of the BOD. Additionally, we have been offering consultancy services to the organization, with one of our consultants

Nova Reperta has extended its long-term commitment with the **United Fund for Belgium**. UFB's cause is close to our heart, giving back to Belgian

working there weekly. **Investing our time** to ensure the lasting success of UFB has always been our modus operandi. Additionally, we have extended our involvement by participating in **Charity events**, where Nova Reperta auctioned 3 AI quick scans for the benefit of causes UFB supports. We are delighted with our collaboration and engagement with the United Fund for Belgium.

Nova Reperta has also successfully finalized a pro-bono project with the **Nederlandsce Cystic Fibrosis Stichting** (NCFS) last year.

The NCFS is a non-profit organization that has been working for over 50 years to ensure longer and better lives for people



with Cystic Fibrosis (hereafter CF). The NCFS connects people, care, and science at home and abroad through its role as a patient organization, research fund, and centre of expertise.



“ NCFS is very enthusiastic about the strong collaboration with Nova Reperta. It isn't only about the results that are very meaningful for us; the process itself was intense, creative and insightful, creating a sustainable basis for creating impact of our organization.”

**+340h** of

**Pro-Bono work at NCFS**

With challenges in the market and the strategic plan becoming outdated in 2025, the **NCFS** needed a new strategic plan for the coming years. The question “What strategic choices should NCFS make to remain relevant for people with CF & loved ones and (care) professionals in the period 2025-2028?” guided the collaboration.

Together with the NCFS, we **created a new multi-year plan**, including a selection of the most relevant strategic themes. These themes were summarized in a plan of three strategic horizons, a meeting structure and a project charter for multiple strategic projects. This plan allowed for a strong start in 2025 and a strategic roadmap until 2028.

Furthermore, we are currently sponsoring **the Belgian Powerchair Hockey team**.

**Powerchair Hockey Team Belgium** is the national team representing Belgium in international powerchair hockey competitions. This fast-paced, inclusive sport is designed for athletes using electric wheelchairs, emphasizing teamwork and strategy.



Founded in 1987, Belgium has a strong powerchair hockey community, with a national league and a dedicated team competing at the highest level, including the **2024 European Championship in Denmark**. The team showcases determination, skill, and sportsmanship, with strong community. As a **proud Gold Sponsor**, we celebrate their passion and achievements on the international stage.



In the spirit of sports and hockey, Nova Reperta proudly became a sponsor **of Wolu Hockey Club (Wolu HC)** this year. The club, which has strong ties to the prestigious Royal Orée club, was founded in 2022 with the mission of providing young hockey players with a nurturing environment to grow and excel. Wolu HC offers a “family-oriented” atmosphere while allowing players to





benefit from the same world-class facilities and infrastructure available at Orée. The club's emphasis on community and familial values resonates deeply with us at Nova Reperta, aligning closely with the way we operate and foster a collaborative, supportive environment within our own company.



In 2024, Nova Reperta **subsidized a charity concert** featuring the rock Choir Aequivox, raising funds for **Aviation sans Frontières (ASF)**.

**Aviation Sans Frontières Belgium** (ASF-Belgium) is a non-profit organization that provides humanitarian air transport for medical teams, patients, aid workers, and supplies, mainly in the Democratic Republic of Congo and the Central African Republic.

With a focus on healthcare, refugee support, and environmental conservation, ASF-Belgium operates flights to remote regions, ensuring critical aid and services reach those in need.

The Aequivox concert held in November, was a step forward to further undergo **humanitarian missions to support sick children.**



## OUR ENVIRONMENT

We value and recognize the role our environment plays in our existence and the importance of preserving our environment for future generations. **Adopting sustainable practices** and promoting environmental awareness are a key lever we have identified to safeguard the health and vitality of our planet. Nova Reperta is following a **continuous improvement process**, in which we are actively seeking to follow and implement sustainable practices. We want to act at our level and commit to actively reducing our impact on the environment. This extends to our operational policies and our clients and partners whom we strongly encourage to follow in these same footsteps; reduce environmental footprint, conserve natural resources and select environmentally friendly methods, processes and materials.

### CO<sub>2</sub> MEASUREMENT

Nova Reperta's CO<sub>2</sub> emissions and CO<sub>2</sub> equivalents have been computed since 2022. To ensure accuracy and reliability in our carbon assessment, we collaborated with an external expert organization specializing in greenhouse gas accounting. Our emissions have been measured and calculated following the **Greenhouse Gas (GHG) Protocol**, the leading international standard for corporate carbon footprint assessments. This approach enabled us to efficiently measure and manage our greenhouse gas emissions.

Our emissions were categorized into Scope 1, covering direct emissions from owned or controlled sources such as company vehicles and on-site fuel combustion. Scope 2 includes indirect emissions from purchased electricity, heating, and cooling.

Scope 3 represents other indirect emissions from activities like business travel, procurement, logistics, and waste management

The assessment was conducted using an activity-based approach, collecting data from all key operational areas, including energy consumption, mobility, purchasing, logistics, assets, and waste. Where direct data was unavailable, estimations were made using standard emission factors, derived from a comprehensive database of over 5,000 emission factors. This extensive database allowed for accurate assessment of emissions associated with various activities and processes. This conversion methodology aligned with the GHG Protocol.



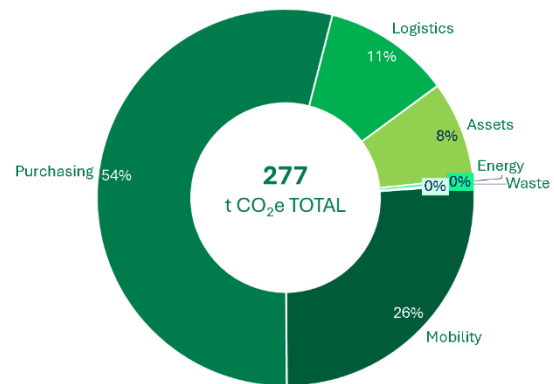
This year's carbon assessment provided a **comprehensive understanding of our environmental impact**, allowing us to set

clear reduction targets and implement effective initiatives.



In 2024, our total emissions amounted to 277 tCO<sub>2</sub>e. The largest contributors were purchasing, accounting followed by mobility. Within purchasing, office furniture had the most significant impact this year. Whilst we have selected office furniture suppliers based on ESG criteria, notably the usage of sustainable materials and production, locality, this represents our largest emission driver this year. This is a one-time investment, aimed to support our long-term reduction targets via a workspace designed for efficiency and longevity. Mobility emerged as an important contributor to our emissions, weighting for 26% of total in 2024. These emissions stemmed mainly from via air travel and cars on the road. In 2023, we reviewed our mobility policy, recording a 32% reduction within the scope of 2 years in total emissions stemming from mobility: Business Travel, Employee Commuting & Remote work. Energy consumption and waste generation, together accounted for less than a 1% of our

carbon emissions, with relatively low impacts, notably due to internal policies to reduce paper usage, recycling and the use of energy efficient systems. They, nonetheless, remain areas for continued efficiency improvements.



In 2025, we will define CO<sub>2</sub>reduction targets aligned with the 1.5°C pathway and register with SBTi (Science Based Target initiative), aiming to achieve Net Zero by 2050 at the latest.

### PER EMPLOYEE



**5,8**  
tCO<sub>2</sub>

For SCOPES 1,2,3

Benchmarking our average carbon emissions per employee against industry standards employee to better understand and position our performance and track improvements over time

### MINIMISING OUR CARBON FOOTPRINT AND RESPECTING THE ENVIRONMENT

Our primary objective is to minimize our carbon footprint while ensuring we **operate in a manner that respects and protects the environment**. We are committed to implementing sustainable practices across all areas of our operations, from reducing energy consumption and waste to promoting the use of eco-friendly materials.

By continuously optimizing our processes and encouraging responsible practices among our partners, clients and employees, we aim to contribute to a more sustainable future while minimizing our environmental impact. Some practical initiatives have been implemented, beyond calculation of our Carbon emissions, within our business



travel policies. We encourage our employees to use greener mobility means for professional trips, promoting shared and sustainable mobility.

This translates into the following initiatives and procedures we have developed:

- **Bike Leasing:** we have partnered with O2O to facilitate bike leasing for all our employees, whether they have a car or not.
- **Carpooling:** internal initiatives were launched to share car trips among employees for regular journeys between their home city and work location. This practice has also been formalized in some of our contracts with clients, as part of the commercial conditions. Carpooling is always promoted and facilitated by the company, for internal events to limit the number of cars on the road. This initiative serves our Environmental and Social commitment

by limiting the carbon footprint of these events, whilst encouraging social interactions.

- **International travel:** Whilst some of our clients' site are located abroad, we always favour digital meetings to limit international travel. Air travel to client sites is only carried out when necessary, and once other alternatives have been explored.
- **Mobility policy:** we revised our mobility policy in 2024 to shift to electric, hybrid or second-hand vehicles
- **Encourage the use of public transport, cycling or carpooling** to all employees, whether they have a car or not. Public transport costs are reimbursed for all employees. A **Mobility budget** has been introduced and proposed to all employees as an alternative to car lease.

### *100% RENEWABLE ENERGY & EFFICIENCY*

We ensure our energy (electricity-gas) is supplied from 100% renewable sources, creating demand that incentivizes investments in renewable energy and accelerates the transition from fossil fuels. As part of our commitment to environmental responsibility, we have relocated to a **new, energy-efficient office space** in Belgium.

This transition results in improvements in energy efficiency, waste reduction, and alignment with sustainable building management best practices.

Within the scope of preventing and reducing our consumption, we have moved to facilities with a high Insulation and energy

efficient design. The building is equipped with double-glazed windows to improve insulation and reduce heat loss. Moreover, the structure is reinforced with concrete, acting as a smart system to retain heat in winter and reduce heating requirements. All in all, our new office building has a low Energy Performance Certificate (PEB B) rating, ensuring optimized energy use. Beyond the installation, we promote energy efficient behaviour, with the use of an automated heating and cooling system that adapts to occupancy levels to prevent unnecessary energy consumption. Heating is also stopped during non-operational periods, such as weekends, to minimize energy waste.

### *WASTE & WATER MANAGEMENT*

At Nova Reperta, we commit to taking measures to understand the impacts of waste management and to implement

initiatives to manage waste in the most efficient and sustainable way. We are committed to minimizing waste and



promoting recycling through **selective sorting**. For that, we follow an efficient waste sorting system within our offices. These are equipped with a comprehensive waste sorting system to prevent and minimize landfill waste. Our waste streams include dedicated Plastic, paper & cardboard, organic waste, residual waste, and glass each collected separately for proper processing. Employees are expected to follow sorting guidelines to maximize recycling efficiency. We prioritize waste reduction and prevention by encouraging a

paperless environment via our digital-first approach. We aim to limit unnecessary printing and encourage electronic documentation.

Our initiatives to preserve water mainly consist of avoiding the use of single plastic bottles. This is notably achieved by sourcing glass bottles and the installation of a water filter tap. Reusable drink bottles are managed through a deposit-return system, with monthly collection by a specialized provider.

### *EXTENDING THE LIFE-CYCLE OF OUR DIGITAL DEVICES*

**Sustainable IT** is one important pillar of our ESG strategy, as we implement a rigorous plan for preventive maintenance, ensuring greater efficiency and longer lifespans. Regular updates are conducted on computers to increase their lifespan, along

with reconditioning of our computers. In 2024, we gave a second life to computers we had replaced, offering them for sale at a reduced price to our employees. We donated the remaining computers to a non-for-profit organisation.

### *METRICS, KPI'S AND ESG DASHBOARD*

An **ESG dashboard** will be developed in 2025 to measure and monitor our environmental and social performance. This will be used to track progress and

improvement initiatives outcome. Targets will also be defined for the short, medium and long term.

### *ESG LABEL & CERTIFICATION*

Nova Reperta became the first organization to receive the **D-Carbonize label**, which validates the coherence and completeness of our carbon emissions data. This certification ensures that our reporting meets the highest standards of transparency and accuracy.



Beyond, having our carbon footprint independently verified, we are getting an **external audit on our ESG-performance**. This is a key priority for Nova Reperta, as it provides an objective assessment of our ESG maturity and helps us advance in our sustainability journey. In this context, we decided in 2024 to pursue ESG certification through the accredited organization **Ecovadis**. This assessment will serve as a benchmark for continuous improvement and will be updated annually. Our first Ecovadis scoring is expected by mid-2025.



## 6. CONCLUSIONS

With this report, we present our 2024 initiatives to integrate sustainability and corporate responsibility into the way we work. Nova Reperta has taken **structured steps to embed environmental, social, and governance (ESG) considerations in our decision-making**, while recognizing that this is a continuous journey of learning and improvement.

We understand that sustainability is complex and ever evolving, shaped by changing social, economic, and technological realities. While we have made efforts to reduce our environmental impact, foster an inclusive workplace, and uphold responsible governance, we know there is always more to do. Our commitment is to keep refining our approach, making thoughtful choices, and actively seeking ways to improve.

At Nova Reperta, we are **sensitive to ESG challenges** and committed to meaningful progress. We continue working to reduce our environmental footprint by optimizing resource use, **investing in greener alternatives**, and making sustainable procurement decisions. Equally, we are dedicated to fostering a workplace culture of trust, belonging, and personal development, ensuring that our employees feel valued and empowered.

This report reflects **where we stand today, but it is not a final destination**. Our responsibility is to keep learning, adapting, and improving so that we can contribute positively to our people, our clients, and the communities we serve.



**Thank You!**

**Feedback**

We welcome feedback on our approach to ESG, as disclosed in this report. Feel free to reach out to us at [esg@novareperta.com](mailto:esg@novareperta.com)