

Sustainability in motion

Impact Report 2025

Letter from the managing partners

2025 was a year of consolidation, which we spent focusing around our winning aspiration: to be the go-to, long-term sustainability advisor for medium and large firms in Europe and North America. This meant asking ourselves difficult questions about what “go-to” actually demands, and how to earn it on both sides of the Atlantic. The answer was a sharper strategy resting on three pillars: optimising, developing and scaling, all in service of one aim: helping clients move from compliance to purpose.

While the market pushed others to cut, we widened our bets. We deepened our climate-risk and decarbonisation work and extended our reach in the United States and France. Above all, we kept turning one-off reporting assignments into multi-year relationships: the kind that outlast a single disclosure cycle and stay with a client for the long haul.

The achievements were real. An EcoVadis strategic partner since 2018 and a certified B Corp since 2019, we held our EcoVadis Platinum rating for a seventh consecutive year and were certified a Great Place to Work for the third time, this year also as a Best Workplace for Women. We served 280 clients on more than 400 projects, larger on average than in 2024, across 16 sectors and 24 countries, and they gave us a Net Promoter Score of 70. We ran 35 webinars, welcomed 127,000 new users to our knowledge centre and joined five events with students and future leaders. 92% of our 48 colleagues of 28 nationalities, had a personal development plan set up; our salary bands were benchmarked against the market; women held 64% of management roles; and 96% of the team called Nexio Projects a great place to work. Our B Impact score stood at 117.9, up 38.9% since 2019 and among the highest in the Benelux.

The challenges were just as real. In Europe, the Omnibus Directive pulled the regulatory floor from under the CSRD market, and clients paused while they waited to learn what would still be asked of them. In the United States, sustainability went from expected to contested, and some clients grew quieter about work they had not, in fact, stopped. The uncertainty reached us too, in shifting workloads and a constant need to re-skill. Staff turnover stayed higher than we would have liked; absenteeism ran at 4.2%, the highest we have recorded; and for the first time since 2022 our pro bono work fell to zero, a gap we closed early in 2026.

None of this changes why we do the work. Every day we help organisations through their sustainability transitions: seeing the trees for the forest in a crowded regulatory landscape, and behaving as a partner rather than a supplier. In practice, that means identifying the material risks and opportunities that steer a business towards a future with fewer environmental and social costs. The result is businesses that are more prepared, trusted and built to last. What a privilege!

Our vision is unchanged: an abundant world, where prosperity is shared, resources are used wisely and the planet’s boundaries are respected. To our incredible colleagues, clients, partners, mentors and advisors: thank you for continuing to challenge and support us. Your trust keeps us curious and pragmatic, holds us to our own advice, and turns sustainability, year by year, from an ambition into a way of working.

Cilia, Felix, Sarah & Marc



Our year in numbers

70
NPS

indicating strong client satisfaction across our deliverables.

400+
projects

with a higher average project scope and size than we delivered in 2024.

16
sectors

ISIC Rev 5 sectors, across 42 division codes, showcasing the relevance of our sustainability expertise

24
countries

maintaining our global reach, even as we focus our advisory services further on Europe and North America

Strategic pillars

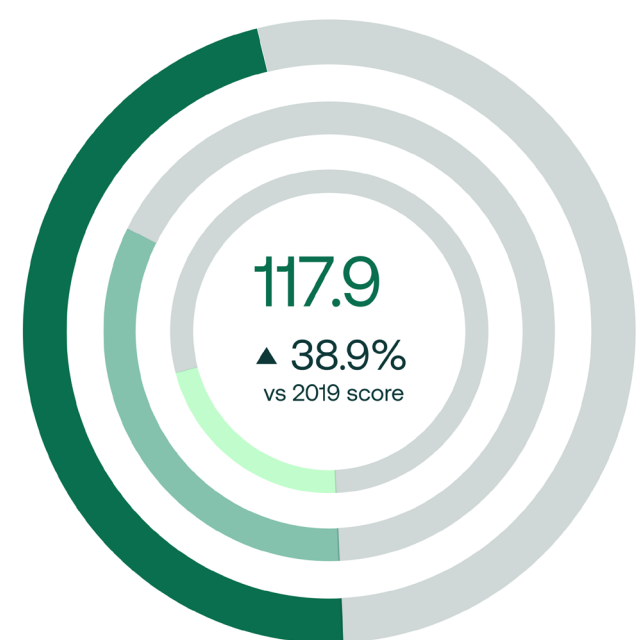
- 01 Our purpose driven company
- 02 Our engaged and inspired clients
- 03 Our thriving business

Our team

- 48 employees from 28 nationalities
each bringing unique perspectives to our collective mission.
- 64% women in management team
reflecting our ongoing commitment to gender balance.
- 96% of employees consider Nexio Projects a great place to work
demonstrating the strength of our organisational culture despite periods of transition.



Overall B Impact score



The results are from Nexio Projects' last B Impact Assessment, conducted in July 2023.

- 117.9 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median score for ordinary businesses
- 19.9 Governance
- 34.3 Workers
- 24.5 Community
- 12.4 Environment
- 26.6 Customers



EcoVadis strategic partner since 2018.



B Corp certified partner since 2019.

Our track record

We are a team of 45+ professionals with different backgrounds and unique skill sets. What drives us forward together is the determination of each one of us to create positive change.

As a certified B Corp, we aim to transform businesses as a force for good. This means working towards a world where business meets humanity's current needs without compromising the ability of future generations to meet their own.

1876
projects*

*since 2020

480+
clients*

*since 2020

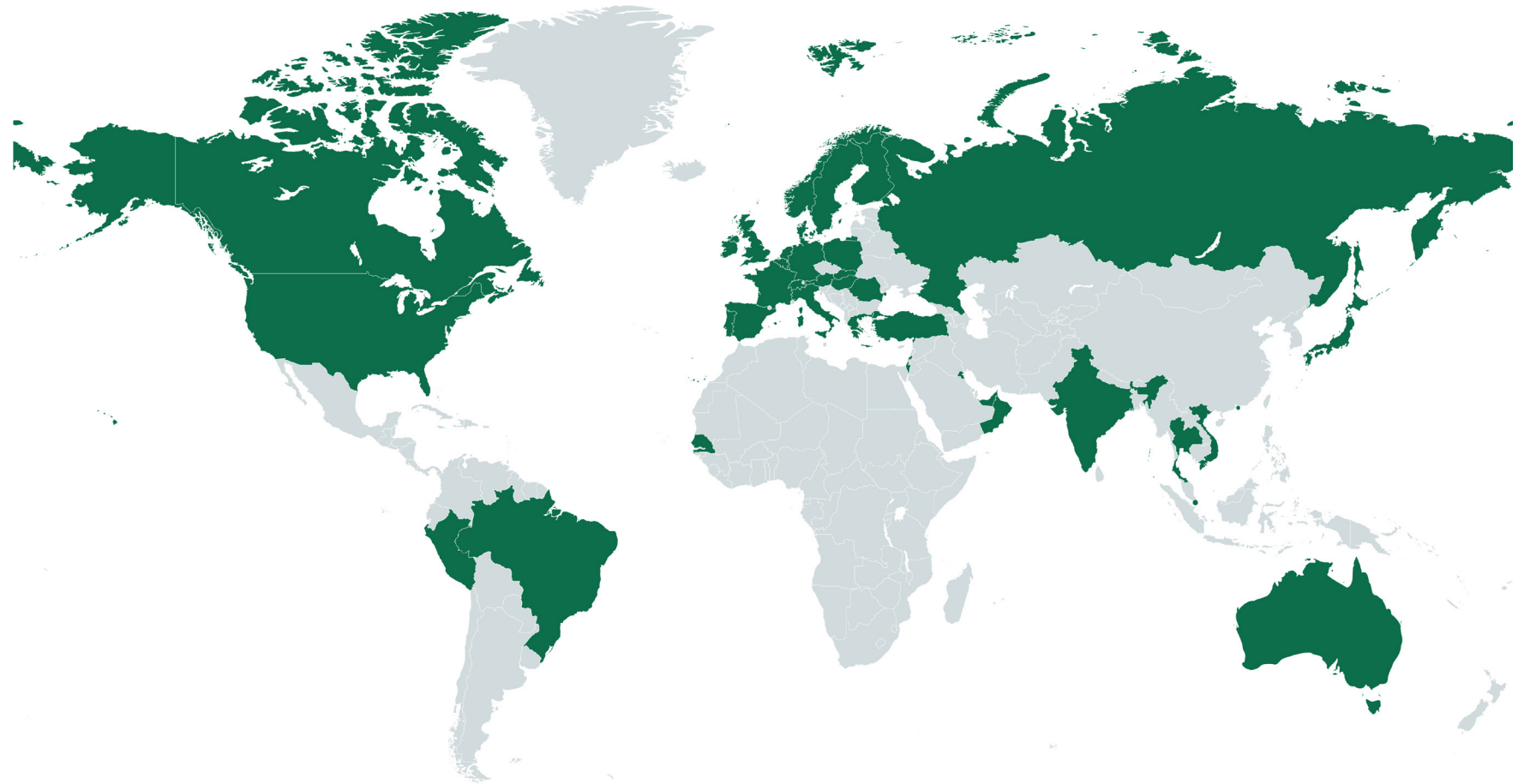
50+
ESRS-aligned DMAs
completed

280+ customers supported with their sustainability management system

67%
growth*

*Average annual growth between 2020 and 2025

Figure 1 / Our clients around the world



Content



01 Business as a force for good

Our purpose	07
Our history	08
Our governance structure	09
Our sustainability strategy	10
Our materiality	11

[Go to chapter ↗](#)



02 Client sustainability

Our integrated approach	13
How we create value	14
Partnerships for impact	15

[Go to chapter ↗](#)



03 People of Nexio Projects

Growing at Nexio Projects	18
Well-being & satisfaction	19
Diversity, Equity & Inclusion	21

[Go to chapter ↗](#)



04 Environmental impact

Sustainable office	23
Our carbon footprint	24

[Go to chapter ↗](#)



05 Business conduct

Data privacy & security	27
Reporting misconduct	27

[Go to chapter ↗](#)



CHAPTER 01

Business as a force for good

Nexio Projects is an international advisory firm helping organisations reach their sustainability goals. Based in Rotterdam, the Netherlands with hubs in France and the US, our team of engineers and sustainability advisors helps clients around the world evaluate, measure and accelerate their sustainability performance.

We offer end-to-end sustainability advisory and assistance, from measuring impact to building strategies, designing management systems and streamlining reporting processes. As a one-stop shop for sustainability, our team provides long-term support to our clients, guiding them on their journey from compliance to purpose.

As an organisation, we aim to always walk the talk. Since 2019, Nexio Projects has been a certified B Corp, adhering to the highest environmental, social, and governance standards. Nexio Projects is also a member of the UN Global Compact, an EcoVadis and B Corp Way global partner as well as a GRI community member since 2020. On a biennial basis, Nexio Projects goes through the Great Place to Work certification.

EcoVadis

Our platinum medal on the EcoVadis assessment, which places us among the top 1% of all rated companies, substantiates the quality of our sustainability management system.



B Corp

Our total impact score of 117.9 makes us one of the highest scoring consultancies in Europe - a major milestone that affirms our commitment to positively impacting people and planet.



Great Place to Work

In 2025, Nexio Projects was once again awarded the Great Place to Work certification, building on our 2023 recognition. Our people rated us most highly on fairness and inclusion, with a Justice score of 96%. We also scored exceptionally highly for Intimacy (96%), Camaraderie (95%), and Community (92%), reflecting a culture built on trust, belonging and connection to our wider mission. The results also point to a clear area for growth: at 73%, Collaboration scored below our other categories, and we are actively working to strengthen it through more cross-departmental projects and stronger feedback channels. Building a culture where every voice is heard is, ultimately, what enables our people to do their best work and deliver meaningful impact for our clients.



United Nations Global Compact

Nexio Projects became a signatory to the United Nations Global Compact (UNGC) in 2022. We thereby aligned our strategy, culture and day-to-day operations with the ten principles outlined in the Global Compact. During this exercise, we also committed to advancing the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).



Our purpose

As a certified B Corp, our purpose at Nexio Projects is not only writing on the wall: it is integrated into – and guarded by – our company bylaws. Through these, we make a legal commitment to have a material positive impact on society and the environment and to consider a range of stakeholder interests when making material decisions. Our core purpose is the delivery of our mission and resulting impact that can be summarised as follows.

Our mission

Nexio Projects’ mission is to support organisations on their journey from compliance to purpose, empowering them to tackle current environmental and social challenges. We help businesses move beyond what is required by law or stakeholders’ wishes to future-proof their activities by minimising risk and creating long-term value. To do so, we view sustainability not as an end goal but as a circular and iterative process that helps drive competitiveness for businesses worldwide.

Our vision

Our vision is to work towards an abundant world. Abundance is not defined as excess nor opulence, as we operate within clear planetary boundaries. It is rather about escaping the idea of a zero-sum game to achieve a better future for all. Each Nexio Projects team member interprets abundance in their own way and defines their own vision, in a celebration of diversity that enriches our team and reinforces our drive.

Our values



human
Nexio Projects is rooted in family, friendship and trust, both internally and in our relationships with our clients and partners.



curious
We offer practical, step-by-step support to help our clients throughout their sustainability journey.



pragmatic
We must be bold, humble and creative to approach age-old challenges with a new mindset.



abundant
We need to open up to what is possible rather than accepting what is prescribed; this is the only way forward.

Our shared vision



Inspire positive change, support others and be yourself...
Aurora Benedetti

Range, purpose and recalibration...
Dora Cristian

Empowering people & organisations, and fostering resilience for the future...
Can Yoruk

Fairly distribute and cherish what we have...
Torben Emmrich

...in an abundant world



2017-2019 2020 2021 2022 2023 2024 2025

We are founded by Marc Roodhuyzen de Vries and Paul Keser after they experienced first-hand how companies struggle to understand and incorporate sustainability into decision-making.

We become a certified EcoVadis partner, supporting clients to go through the EcoVadis assessment, which rates the quality of a company’s sustainability management system .

We launch our Climate Team, become a certified B Corp and a B Corp Way partner, supporting businesses to transform into a force for good.

We achieve the EcoVadis platinum medal, which means we are among the top 1% of all rated companies. Our team grows to 20 employees.

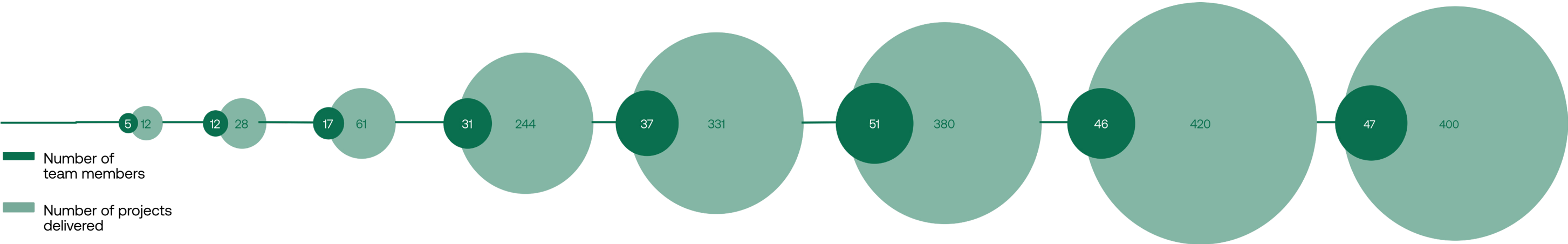
We consolidate our shared vision, mission and values. Furthermore, we introduce a new goal setting process for the entire company, departments and individuals and streamline our development & engagement cycles .

Our brand gets a fresh new look, to represent the energy and diversity of our team. We also move into our beautiful new office in Rotterdam. Additionally, we have our first company-wide Earth Day and consolidate the mandate of our Sustainability Ambassadors.

We recertify as a B Corp, become stewards of the B for Good Leaders Movement and become a great place to work. Additionally, we join forces with Torqx Capital Partners to accelerate our impact.

We officially become a Great Place to Work®. We are recognised as one of the Best ESG Consulting firms of 2024 by Consultancy.nl and top 10 boutique sustainability strategy consultancies by Verdantix. We launch a new updated brand, to reflect our position as a leading sustainability consultancy and support our commitment to practical and ambitious sustainability transformation.

We earned Platinum Medals in Sustainability and ESG from Consultancy.nl, ranked in the SD400 top 10 sustainability consultancies in the Netherlands (#4 in Ecological, #13 in Governance), and was named a Top Brand in Corporate Sustainability by the EUPD Group. Alongside being a Great Place to Work we were recognised on the Best Workplaces for Women 2025 list. Our Co-CEO was awarded Sustainability Leader of the Year (Benelux) and the DEI Champion award by EU Business News.



Our governance structure

As our highest governing body, the managing partners oversee our strategy and operations and represent our stakeholders' interests, including shareholders, employees, suppliers, society and the environment.

To uphold these interests, the managing partners take into account the following matters, including but not limited to:

- Interests of employees;
- Likely consequences of any decision in the long term;
- Business relationships with suppliers and clients throughout the value chain;
- Impact of operations on the community and the environment;
- Reputation for high standards of business

Accelerating progress

The Managing Partners develop and operationalise our strategy while considering the interest of the relevant stakeholders noted above. To do so, they:

- Review policies and procedures once a year to reflect our progress and any changes in the strategy or operations;
- Gather with our Group Leads and Practice Leads on a monthly and quarterly basis to develop and track strategic progress;
- Communicate strategic priorities and progress to the rest of the team.

Sharing updates

To track progress on a regular basis and keep the entire team updated, a few meetings are held regularly between the Managing Partners and the rest of the team.

- On a monthly basis, the Managing Partners meet with the Group Leads to track progress on the company performance
- On a quarterly basis, team members are updated on results per department during the 'all hands' company meeting;
- On a bi-annual basis, the Managing Partners illustrate the company's progress on its financial and non-financial objectives and targets in our company 'town hall'.

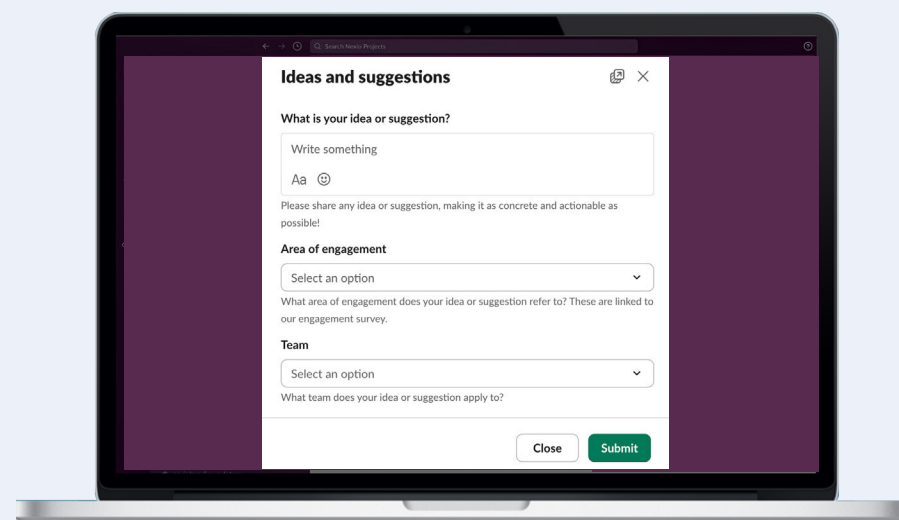
Ethics Committee

We help clients build genuine sustainability practices and refuse to support greenwashing. Since 2023, our Ethics Committee is tasked with identifying and mitigating greenwashing risks across all projects, using the Anti Greenwashing Protocol as a guide to prevent misleading environmental and sustainability claims. Every employee must follow these standards and can report concerns, which we investigate thoroughly to maintain our anti-greenwashing commitment.

This process ensures ethical and responsible business practices.

Team involvement

Team members are encouraged to share ideas and ask questions during our all hands meetings. For those who want to remain anonymous, we have introduced an ideas and suggestion box where team members can propose solutions to challenges they identify.



Our sustainability strategy

Sustainability is directly linked to our business strategy and activities. To unlock Nexio Projects' full potential in supporting organisations on their journey from compliance to purpose, we integrated our sustainability strategy into our 2025 strategy, including a prioritised set of pillars, objectives, targets, measures and KPIs. Informed by our mission, vision and values, our sustainability strategy is founded on three overarching pillars:

- Our purpose-driven company
- Our engaged and inspired clients
- Our thriving business

These pillars are then broken down into high-level and more specific objectives that guide our policies, targets, measures, and any other initiatives our company is involved in.

Figure 2 / Our strategic pillars

Company pillar	Primary objective	Objectives	Material topics	SDGs
Our purpose driven company	Build an environment in which people feel they are utilising their full potential and find joy each day.	• Be an inclusive organisation that values diversity • Be a fully fair to market employer • Be a best practice organisation with regards to employee wellbeing & satisfaction • Promote learning & development • Shape the best managers	• Working time • Work-life balance • Health and safety • Training and skills development • Diversity • Corporate culture	  
	Adhere to the highest ethical standards and operate responsibly and with accountability.	• Adhere to the highest information security and privacy standards • Be an anti-greenwashing company • Be a responsible buyer • Adhere to best practice reporting standards and ratings	• Cybersecurity • Corporate culture	
	Decarbonise our operations and assets, while minimising waste and water usage.	• Reach net zero climate impact by EOY 2030 • Shape the greenest workspace possible	• Climate change mitigation	
Our engaged and inspired clients	Inspire, challenge and empower clients to become a force for good.	• Challenge clients to become sustainability leaders • Grow our clients best practice network • Be recognised as the top 5 sustainability consultancy in the Netherlands	• Sustainability advocacy • Climate change adaptation • Climate change mitigation	 
	Multiply our impact by partnering with strong solution providers that complement our services.	• Fully integrate and grow our partners and alliance networks	• Sustainability advocacy	
	Shape a long-term thriving business that gives back to our	• Leverage our knowledge to raise awareness • Dedicate resources to pro-bono activities • Dedicate resources to community engagement	• Sustainability advocacy	 
Our thriving business	Ensure adaptability and growth through sustainability-driven innovation	• Consolidate our position in existing markets and continue scaling our high value services • Build an effective, fluid and process-driven project management organisation that produces high quality deliverables for our clients	• Corporate culture	

As an SME, Nexio Projects is not currently required to comply with the European Sustainability Reporting Standard (ESRS), but as with other initiatives, we are committed to walking the talk and report following best practice standards. As a result, in 2024, we conducted an ESRS-aligned double materiality assessment (DMA) that identified 10 matters as material. This enabled us to understand the most relevant topics to our organisation to create long-term value. These have supported the revision of our annual strategy, targets and metrics.

The full list of impacts, risks and opportunities (IROs) can be found in Appendix 2. The graph on the right shows all the sub-topics identified during the DMA.

Our material matters are revised every three years, through management interviews and trends analysis.

Methodology

ESRS 2 IRO-1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities.

Our 2024 DMA process follows the ESRS developed by EFRAG, further improving the materiality assessment process that we conducted since 2022. To ensure a comprehensive and balanced perspective, we engaged both internal and external stakeholders through a series of interviews. Internally, we spoke with a diverse group across leadership and management, including the current and former heads of our People & Culture team, our Managing Partners and co-CEOs, our Commercial Lead, as well as a Principal Consultant. Externally, we interviewed a representative of our investor Torqx Capital Partners, to incorporate an outside-in view.

Figure 3 / Materiality map

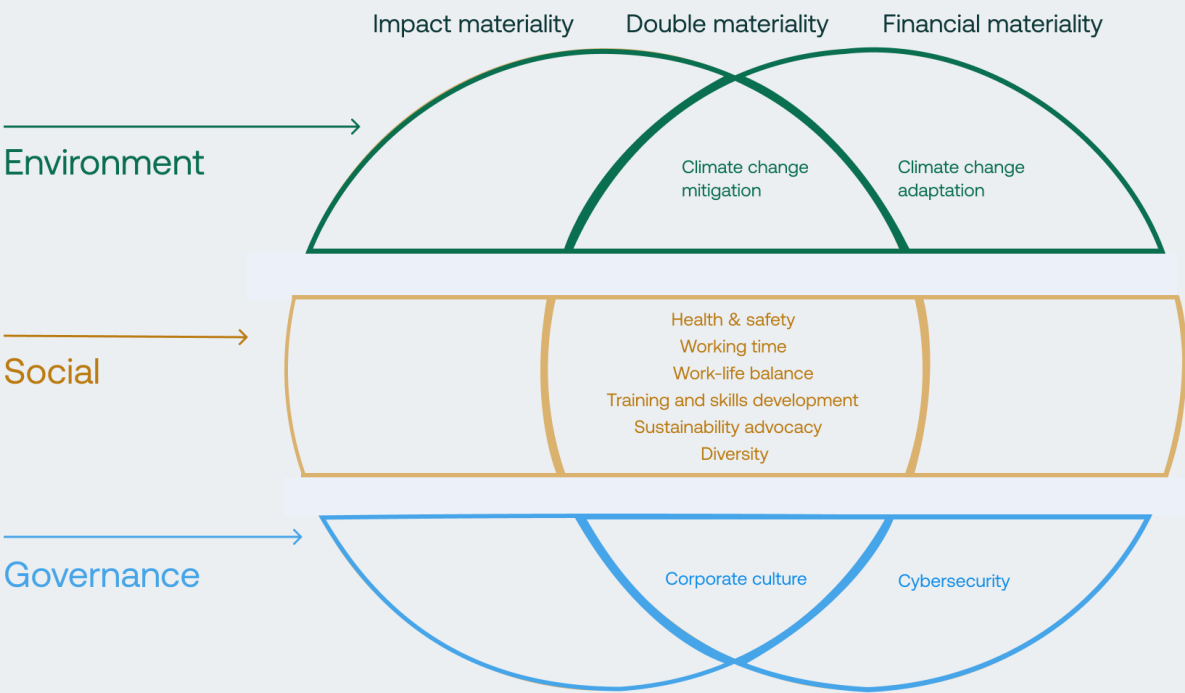
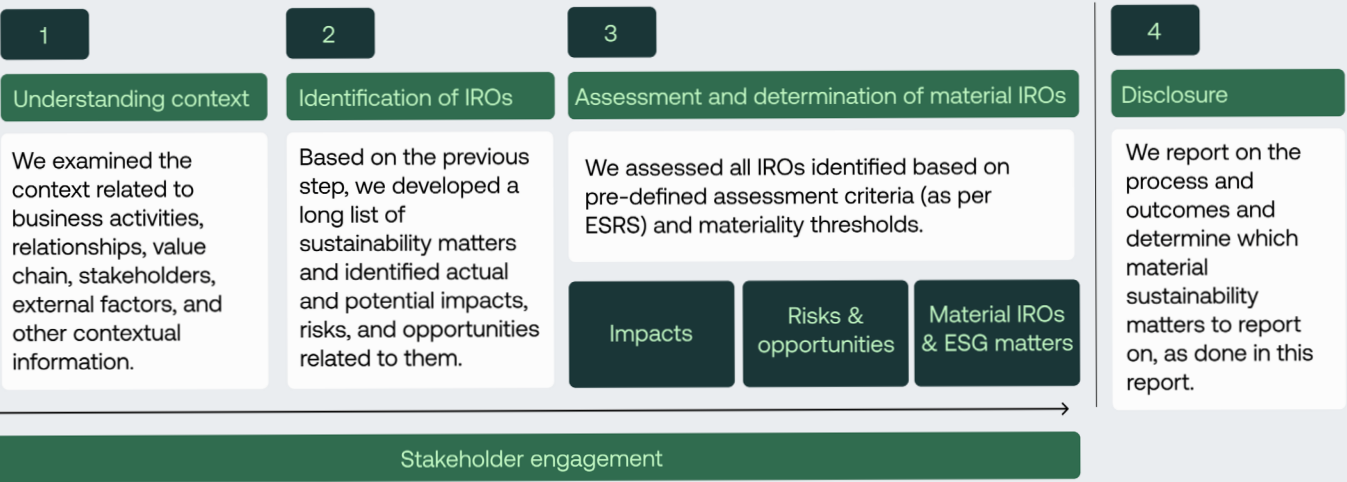


Figure 4 / Steps of the DMA process



We followed a four step DMA process, in line with the ESRS guidelines presented by EFRAG.

The steps are as follows, engaging relevant stakeholders throughout:



CHAPTER 02

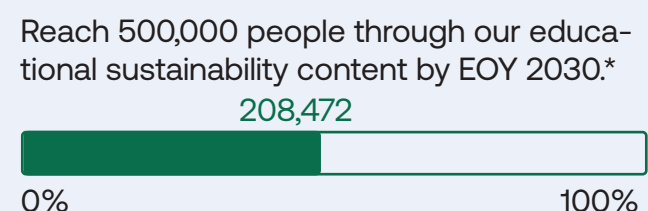
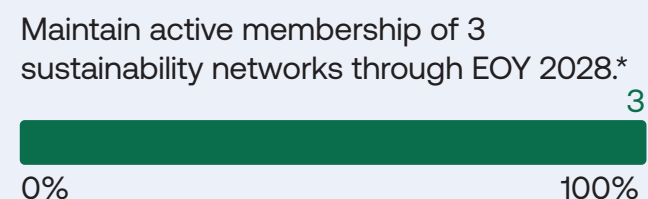
Client sustainability

Sustainability is a key leverage point to drive innovation and long-term value creation. As a result, we are committed to simplifying sustainability and breaking down complex challenges to accelerate the transition to a brighter future.

In doing so, we strive to provide excellent services that are tailored to our clients' needs and potential. As a long-term partner of our clients, we aim to guide them through all the phases of their sustainability journey, from compliance to purpose. The core of our work is helping our clients to understand, implement and embed sustainability into their company processes.

Learn more about our expertise in supporting clients' journeys from compliance to purpose, as well as our collaborations and knowledge-sharing efforts.

Our target progress in 2025



Our material topics

Sustainability advocacy

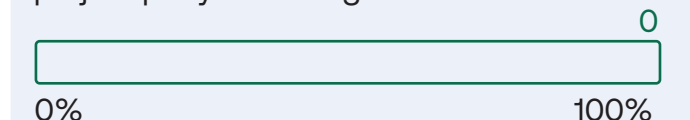
Our high level objectives

- Activate client sustainability
- Unlock partner synergies
- Give back to our community

Maintain a client NPS above 70 through EOY 2028.*



Complete at least one pro bono sustainability project per year through EOY 2028.* **



Target 100% employee participation in the company-wide community engagement by EOY 2025.*



*Figures reflect progress as of 31 December 2025 and are interim; they are not final results.

**One pro bono project has been delivered annually since 2022, with the exception of 2025, when no assessed opportunity matched our service scope or impact criteria. Delivery resumed in 2026.

Our integrated approach

As a one stop shop sustainability consultancy, we provide long-term support to our clients all over the world to guide them from compliance to purpose.

In 2025, we successfully guided over 215 organisations across Europe, North America, and the rest of the world, with a key focus on quality, efficient delivery and customer relationships, reflected by our NPS score of 70. Our support spanned from strategic consulting to support on climate and energy topics, assistance on sustainability reporting, help with ratings & certifications and knowledge building & sharing.

Throughout the year, we supported companies to identify and fill gaps in their sustainability management systems, align with existing mandatory and voluntary frameworks such as CSRD, IFRS, EU Taxonomy, GRI, as well as understand and achieve their EcoVadis, B Corp or CDP ratings. Additionally, we helped companies calculate emissions across their entire operations, individual products, and full value chains. Finally, we supported organisations to develop and implement their decarbonisation strategy.

Figure 5 / Our expertise



Figure 6 / The standards, frameworks and ratings we align with



How we create value

Burando Atlantic Group

The challenge
Burando Atlantic Group, a Dutch maritime services group, needed to accelerate progress across reporting, climate accounting, and EcoVadis performance. With CSRD requirements on the horizon and growing stakeholder expectations, they needed a partner to help them move from fragmented efforts to an integrated sustainability programme.

The solution
Nexio Projects provided a full sustainability programme in 2025, including GHG Inventory, EcoVadis roadmap and review, and the writing and design of their first sustainability report. The team also delivered a tailored ESG training programme to build internal capacity and embed sustainability across the organisation.

The outcome
Burando Atlantic Group now has a structured, multi-year sustainability roadmap in place. With their first sustainability report published and a GRI-aligned reporting framework established, the company is well-positioned to progress towards full CSRD alignment and a stronger EcoVadis performance in future cycles.

[Read case study](#)



Hey Honey

The challenge
Amsterdam-based creative agency Hey Honey's 2022 self-led EcoVadis assessment had only returned a Bronze Medal. With clients increasingly requiring EcoVadis ratings, the company needed expert guidance to ensure its sustainability maturity was accurately reflected in its score.

The solution
Nexio Projects provided end-to-end EcoVadis assessment support: a thorough gap analysis to identify existing strengths and focus efforts where additional work was needed, followed by document collection, strategic guidance, and submission. A dedicated Nexio consultant ensured every element was aligned with assessment criteria.

The outcome
Hey Honey achieved an EcoVadis Gold Medal, placing them among the top 5% of assessed companies. The result strengthened their credibility with sustainability-focused clients and partners, and laid the foundation for their next goal: Platinum.

[Read case study](#)

“Nexio Projects ensured that we could accurately capture our sustainability efforts and achievements.

Chris Adams, Founder and Chief Impact Officer, Hey Honey

Unilever

The challenge
Unilever needed to build greater transparency across its supply chain by calculating reliable Product Carbon Footprints (PCFs) for key suppliers. With a complex, global supplier base and an evolving regulatory landscape, the challenge was to develop a standardised, methodology-aligned approach to PCF data collection and exchange that could be applied consistently at scale.

The solution
Nexio Projects partnered with Unilever and the PACT (Partnership for Carbon Transparency) initiative to conduct bespoke LCAs and PCFs for multiple suppliers. The LCA inventories based on primary supplier data covered energy use, material inputs and waste outputs. Ecochain's LCA software was central to this process, enabling suppliers to complete, multi-stage carbon footprint calculations with accuracy and consistency.

The outcome
The collaboration gave Unilever and its suppliers clear visibility of product-level emissions and key hotspots. Suppliers gained the data foundation and internal capacity needed to identify reduction opportunities and meet regulatory requirements. Standardised data-sharing methodologies drove meaningful supply chain transparency and collective climate action.

[Read case study](#)

IBG Netherlands

The challenge
IBG, a beauty industry leader operating across 13 locations globally, needed to harmonise sustainability data in order to credibly achieve EcoVadis Gold certification within a tight timeframe.

The solution
Nexio Projects conducted a thorough assessment review and gap analysis against both EcoVadis and B Corp criteria, then helped IBG establish clear internal responsibilities. Targeted training sessions and ongoing support built internal capacity and ensured all evidence was auditable and high quality.

The outcome
IBG Netherlands achieved EcoVadis Gold status, placing it among the top tier of sustainable companies globally, as well as a sustainability management system embedded into daily operations, stronger trust with customers and suppliers, and a culture of continuous, data-driven improvement.

[Read case study](#)

“We're delighted to work with Nexio Projects as a key implementation partner in our Supplier Climate Programme.

François Tasmowski, Director of Global Business Operations Sustainability, Unilever

Coca-Cola HBC

The challenge
Coca-Cola HBC, one of the world's largest Coca-Cola bottling partners with over 33,000 employees across 29 countries, had ambitious sustainability commitments spanning emissions reduction, water stewardship, and packaging circularity. To communicate this performance effectively to customers and suppliers, they needed their EcoVadis score to reflect the full scope of their efforts.

The solution
Nexio Projects delivered targeted EcoVadis training sessions to build internal alignment and equip key stakeholders. The team then provided end-to-end assessment support from preparation through to submission and appeal, working closely with Coca-Cola HBC's dedicated EcoVadis team to streamline the process and minimise internal workload.

The outcome
Coca-Cola HBC was awarded an EcoVadis Gold Medal, placing them among the top 5% of assessed companies. The company can now respond confidently to customer EcoVadis requests and has a strong internal foundation for continued improvement in future assessments.

[Read case study](#)

Partnerships for impact

As holistic facilitators, we complement our work with the expertise of partners. We collaborate with a range of organisations that are driven by the same vision and values as us.

Our ecosystem of alliances

We value our strong partnerships with EcoVadis, B Corp, Ecochain, Position Green, Sweep, and are committed to ongoing collaboration. In 2025, we took part in several key events to exchange ideas and advance sustainability with industry experts.

In March, we attended EcoVadis Sustain 2025 in Paris, hosted by our long-term partner EcoVadis. The event brought together global sustainability leaders and recognised Nexio Projects as one of the top contributors to EcoVadis assessments and trained consultants worldwide.

In October, we co-hosted a Sustainable Procurement Brunch in Amsterdam with EcoVadis, as a side event to Dutch Procurement Week. Together, we led interactive roundtables on supplier engagement, Scope 3 decarbonisation, and supply chain due diligence.

In October, we attended CPHI Frankfurt 2025, where our team spoke on a panel on navigating CSRD and CSDDD. Following this, Nexio Projects was officially enlisted in the CPHI Pharma Sustainability Ecosystem as a recommended sustainability consultancy for the global pharmaceutical industry.

In November, we sponsored and participated in the EcoVadis World Tour 2025, across Paris and the UK & Benelux edition. This provided us with the opportunity to connect with our partners and engage with organisations on their sustainability performance and the key challenges ahead.

EcoVadis

EcoVadis is the world's largest business sustainability rating.



Its actionable scorecards provide detailed insight into companies' performance on the four sustainability pillars of: environment, labour and human rights, business ethics and sustainable procurement. Nexio Projects is EcoVadis strategic partner since 2018.

[Learn more](#)

Ecochain

Ecochain is our LCA software partner.



It is innovative cloud-based software simplifies Life Cycle Assessments across company product portfolios.

[Learn more](#)

SWEEP

SWEEP's software solution allows organisations to accurately measure, reduce, and report carbon data. Together, we have joined forces to help organisations identify the risks and opportunities of a low-carbon transition.



[Learn more](#)

B Lab

B Lab oversees the B Corp certification, uniting businesses worldwide that meet rigorous social and environmental standards. Nexio Projects has been a B Corp Way consultancy partner since 2020.



[Learn more](#)

Position Green

Position Green is another key ESG software partner. It is software that aids companies in collecting, analysing and reporting sustainability data.



[Learn more](#)

PACT (Partnership for Carbon Transparency)

PACT is a trusted partner supporting Nexio Projects in PCF transparency and value-chain decarbonisation.



[Learn more](#)

CPHI

CPHI is a global brand hosting premier events and communities for the pharmaceutical supply chain. We are enlisted in the Pharma Sustainability Ecosystem as a recommended sustainability consultancy for the industry.



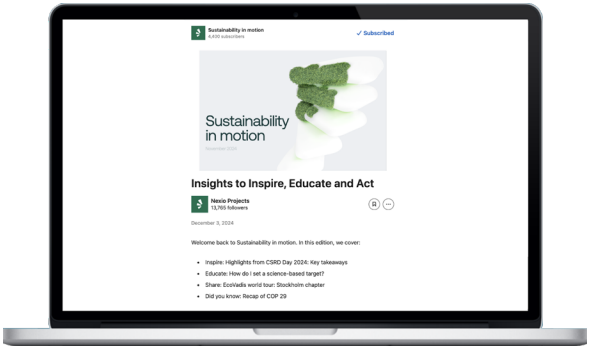
[Learn more](#)

Knowledge Sharing

To foster meaningful change, we are committed to sharing knowledge openly and accessibly. We do this through our:

Sustainability in motion / Newsletter

Our monthly newsletter tells inspiring stories, updates on the latest developments in sustainability news and regulations and practical tips to help organisations advance on their sustainability journey.



LinkedIn / Social Media

Through our LinkedIn channel, we engage our audience by consistently sharing sustainability facts and practical guides, helping individuals and organisations advance in their sustainability journey while showcasing our services.

Webinars / Knowledge Centre

We hosted 35 public webinars in 2025, featuring our experts and occasional guest speakers, focusing on specific and current sustainability topics to educate and inform the general public and prospective clients. We had an average of 380+ registrants throughout the year.

Collaborations / Educational Institutions

In 2025, we collaborated with leading schools including HEC Paris, the London School of Economics (LSE), and Rotterdam School of Management (RSM) to share our expertise in sustainability.

B Corps in South Holland

Building a regional community for collective action



In 2025, Nexio Projects and partner organisations began building an emerging B Local community in South Holland. The initiative brought local B Corps together to share practical learning, develop relationships and explore how collaboration could create wider regional impact.

“

“What if we could do more, together?”

Cilia Keser, Managing Partner,
Nexio Projects

Why the community was set up

A B Local is a place-based community within the wider B Corp movement. It connects Certified B Corporations and other purpose-driven stakeholders through peer learning, shared initiatives and local collaboration. A B Local is not itself a certification. Its structure and formal status vary by region.

The South Holland initiative grew from Nexio Projects' experience with annual Earth Day volunteering. The team saw that one organisation could only reach so far and asked how the ripple effect could grow. Nexio Projects, Verstegen Spices & Sauces, Salacia Solutions and No Dodos formed the early board and events organisation. B Lab Benelux supported the launch as a collaborating organisation.

The aim was practical. The group wanted to create a regular space for B Corps to compare approaches, learn from one another, involve employees, discuss emerging standards and identify opportunities for joint action in the region.

What 2025 showed

Three sessions took place at B Corp head offices, each hosted in a way that reflected the organisation's own character and showed what being a B Corp means in practice. Around 100 people participated across the series. The sessions supported cross-company exchange, tested workshop formats and helped shape future activities. The focus in 2025 was on participation, awareness and building the foundations for collective action, with the ambition to quantify environmental and social impact in the years ahead.

“

“The board reflects the spirit of the initiative itself: cross sector collaboration, shared leadership, and a focus on practical impact.”

Cilia Keser, Managing Partner,
Nexio Projects

Looking ahead

By the end of 2025, the group was still building the relationships, shared language and operating model needed to become a formal B Local in 2026. The year established a base for deeper collaboration among South Holland B Corps and for future work with companies, NGOs, educational institutions and other regional partners.

The 2025 event series

26 MAR

Kick-off, Nexio Projects, Rotterdam

Participants explored B Corp principles and Generation B, mapped strengths and growth areas across impact topics, shared ideas and closed with networking. The event established a common starting point and shaped the themes for follow-up sessions.



12 JUN

Meet-up, De Clercq, Leiden

The group focused on ESG, employee involvement and governance. Speed networking and breakout workshops turned the discussion toward practical ways to involve colleagues and embed purpose in everyday operations.



25 SEP

Meet-up, BoozeD, Delft

A circularity B Battle, discussion of the new B Corp standards, an operations tour and a hands-on workshop connected standards with practice. The afternoon combined knowledge-sharing, problem-solving and informal exchange.





CHAPTER 03

People of Nexio Projects

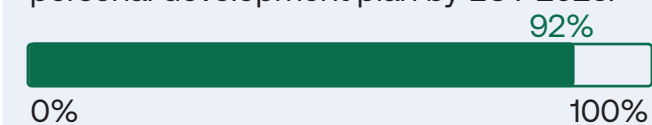
At Nexio Projects, we strive to have an engaged, joyful and high performing team. We believe in structured development paths, fostering a nurturing environment and transparent, two-way communication between management and employees. We value diversity and encourage inclusion at every stage of an employee's work cycle.

To ensure a strong organisational culture and transparency, we count on an extensive employee handbook. This handbook is regularly updated and contains all essential information, policies, and guidelines curated by our People and Culture team and revised by management on a yearly basis.

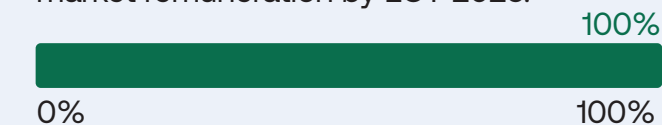
Learn more about our approach to shaping the best place to work through various targets and initiatives.

Our target progress in 2025

Ensure 100% of employees complete a personal development plan by EOY 2025.



Maintain 100% of salary bands aligned to market remuneration by EOY 2025.



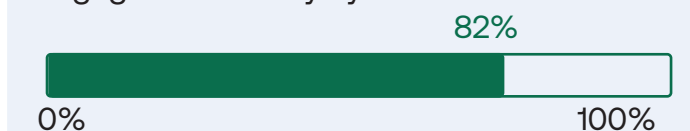
Our material topics

- Working time
- Work-life balance
- Health & safety
- Training & skills development
- Diversity

Our high-level objectives

- Shape the best place to work

Target 100% participation in the employee engagement survey by EOY 2025.*



*We launched an engagement survey along with one additional topic-related survey.

Target a 90% score in the manager category of the engagement survey by EOY 2027.*



*Figures reflect progress as of 31 December 2025 and are interim; they are not final results.

As a fast-growing company, we place great emphasis on employee development. We aim to provide the best opportunities for personal and professional growth, supported by the necessary resources. Our Labour and Human Rights Policy serves as a foundation for setting targets that encourage employees to build skills beneficial to their careers. Our initiatives and actions include:



Goal setting

Once a year, team members set goals for the twelve months ahead. This is a great opportunity for all of us to think about and state how we wish to grow professionally and personally. This fosters individual and collective growth, accountability and motivation. Individual goals should be in line with the organisational goals at the beginning of the year (see page 10), ensuring alignment and direction across the entire organisation.

Revised Roles and Responsibilities (R&R) Framework

In 2025, we introduced a revised Roles & Responsibilities (R&R) framework for every role at Nexio, built around three pillars: how you perform in your role, what drives and motivates you, and how you fit with our culture and values. Each person's manager uses this framework in 1:1s to clarify expectations and map out what's needed to grow to the next level.

Skills development

We attribute a lot of importance to learning in order to remain competitive, boost efficiency, and foster creativity. Team members can, for instance, use their learning hours to delve deeper into a particular sustainability-related topic, hone a skill or expand their network. We also offer training allowances to spend on pre-approved courses.

New team members receive extensive onboarding when they join, supported by their buddy who provides support throughout the first months at Nexio Projects.

Employees have the space to organise and participate in lunch & learn sessions, which are short presentations on various topics that are delivered at lunch time in our kitchen corner. Under the name of 'Curiosity Sessions', we ran 5 lunch & learns on topics ranging from team collaboration and pension plans to AI and PowerPoint design, with three sessions led internally by team members.

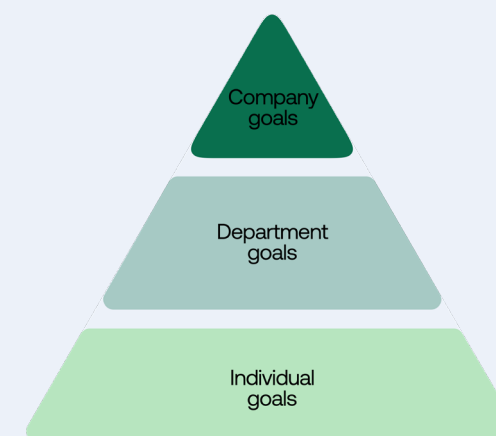
We promote reading on diverse subjects, including sustainability and risk management, through our Nexio Projects library corner.

Continuous feedback

We foster a work environment where making mistakes means getting closer to excelling, not failing. We encourage our team members to take on new tasks and projects and provide the necessary tools to learn better and faster.

Feedback helps team members understand where to focus their energy to grow into their role. For this reason, we strongly encourage everyone to give and request two pieces of feedback per month through our development tool Culture-Amp.

To ensure team members are supported in their day-to-day activities, there is also time allocated for managers to sit down to discuss well-being and progress with their direct reports every two weeks.



Development & performance cycles

To keep growing as individuals and as a team, we hold quarterly development and performance cycles. Our reviewed process in 2025 includes goal setting, self-reflection, development reviews, and a 360-performance review.

Employees collaborate with managers to set clear and measurable objectives aligned with company goals, reflect on their progress mid-year, assess their development needs in October, and receive feedback from multiple sources in an end-of-year review, ensuring ongoing support and communication.

Star Coaches (manager enablement programme)

We also invest specifically in our managers, who we call Star Coaches, through a dedicated onboarding checklist for new direct reports, monthly manager-only sessions, and the Nexio Manager training curriculum covering core management skills, decision-making, and effective leadership.

Well-being & satisfaction

As a human-driven company, we practice what we preach: workplace well-being leads to a high quality of life and better client outcomes. Our Labour and Human Rights Policy outlines our commitment to providing a safe working environment and complying with all relevant laws and regulations.

Our office features abundant natural light and greenery in an open-plan layout, fostering collaboration and innovation. To support both focus and communication, we offer ergonomic workstations, quiet zones, and coworking spaces. Our initiatives to ensure good working conditions and employee well-being include:

Work-life balance

To promote work-life balance, we prioritise flexibility and trust for our employees to manage their time effectively. Offering the option to work from home three days a week, as well as the possibility to work remotely from abroad, provides our employees with greater flexibility to maintain a healthy balance between their professional and personal lives.

Compensation

Our employee handbook contains a section on compensation to ensure transparency around pay. Our compensation philosophy determines the salary of each role and provides information about calculations of salaries after promotions.

We also conduct a yearly benchmarking exercise to match the salary offered by our competitors, drawing on recruitment data, salary survey data from paid and publicly available databases. This is designed to ensure that our salaries are adjusted to industry shifts and inflationary trends.

Full compensation includes base salary, our fully funded employee pension scheme, perks and benefits.

Perks & benefits

As part of our strategy to ensure employee well-being, we also offer several benefits:

Commuting support

Namely, a Swapfiets subscription for all employees living in Rotterdam and reimbursement of train expenses for all employees living outside of Rotterdam.

Flexible work location

The possibility to work from home up to three days per week and remotely from anywhere one week per month.

Monthly workouts

Such as dance classes, football games, or boxing sessions.

Humans of Nexio Projects series

In April 2025, we launched a social media series designed to give our employees more of a voice and bring Nexio Projects' culture and values to life. Through employee interviews, curiosity sessions, new joiner spotlights and more, the series helps humanise our company culture and showcase the people behind our work.



Team building

Team building

Our team regularly gathers after work for drinks and snacks, creating a relaxed environment to connect. During these gatherings, we host the Gratitude Award, where team members express thanks to colleagues they appreciate each week. Additionally, every six months, we hold a Bi-Annual Event featuring team-building exercises followed by a vegetarian-focused dinner. At our Christmas and year-end parties, we host a special dinner where four employees are recognised with awards for embodying Nexio Projects' values, selected through an anonymous survey.



Well-being & satisfaction

Additional holidays

On top of the 20 days of yearly paid leave ruled out by the Dutch law, we are happy to offer our employees an additional 7 days off per year.



Green initiatives

Nexio Projects employees organised a clothing swap. The initiative brought colleagues together to share, reuse and refresh gently used clothing and accessories, turning a library corner into a practical space for circular living. With around 100 items contributed and more than half already finding new homes, the initiative helped extend product lifecycles, reduce waste and strengthen internal connection around sustainability.

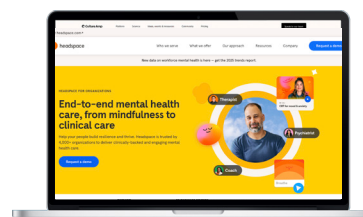
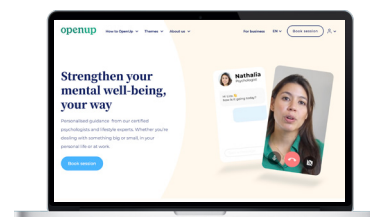
Cultural activities

Employees can choose between the Museumkaart or the Rotterdam Pass, which gives access to multiple museums and other cultural activities.



Mental health support

Through the OpenUp and Headspace platforms.

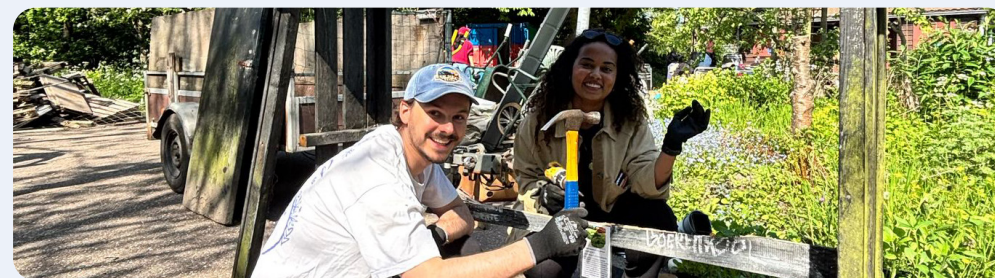


Earth Day

During Earth Day week (April 22nd), we organise a full day of company-wide volunteering to support our community.

On Earth Day 2025, our team came together for a day of community volunteering organised in partnership with Present Rotterdam. Building on previous years of environmental volunteering, this edition expanded to include social impact activities: supporting local shelters, contributing to community gardens, and spending time with people living with dementia.

The day reflected our broader understanding of sustainability as something that encompasses both people and planet.



Engagement

We believe that growth is a shared journey. To support this, we conduct an annual engagement survey to assess leadership, learning, and development across the company, helping us continually strive towards more meaningful employment.

The Trust Index

In the second semester, we decided to substitute our engagement survey with the Trust Index, an employee survey that measures trust, pride and joy in organisations. We are proud to share that Nexio Projects is a certified Great Place to Work!



This means that our company has:

- A workforce that is allowed to express itself, is treated fairly and with respect and has the space to be heard.
- People that are proud of the work they do and feel that it is meaningful to the team and society.
- A focus on development, decentralised decision-making, trust and integrity.

Figure 7 / Great Place to Work survey results

96%
of the employees consider Nexio Projects a great place to work.



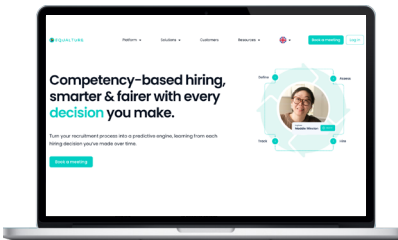
Diversity, equity & inclusion

We advocate for diversity and inclusion in the workplace, as we believe that this fosters creativity and improves the quality of our work. While we celebrate our successes, we understand that DEI should continually evolve, so we endeavour to continue working on this topic.

Our diversity, equity, and inclusion policy highlights our commitment to promoting diversity and maintaining a zero-tolerance stance on discrimination. We also have a whistleblower procedure for employees wishing to report misconduct. Additionally, we have appointed a Justice, Equity, Diversity, and Inclusion (JEDI) Ambassador to help shape our new DEI strategy. To ensure this strategy is as relevant as possible, we conducted a DEI-focused survey in December covering topics such as:

Unbiased hiring

We strive to remove bias from all our processes, such as recruitment, performance review cycles and compensation. In the past year, we revised our job descriptions to ensure they feature our desire to have a diverse candidate pool and an equitable and inclusive workplace. Additionally, we utilise the Equallure platform, through which all candidates undergo a diversified selection process, testing their skills in several areas.



Our initiatives

Awareness Trainings

Learning at Nexio Projects goes beyond client work. In 2025, team members that join Nexio Projects had access to seven awareness training courses covering Business Ethics, Data and Information Security, Anti-Discrimination and Anti-Harassment, Neurodiversity and Physical Disabilities, Well-being, Environmental Responsibility, and Health and Safety Emergency Response. Completion rates across these courses ranged from 62% to 82% of our 16 new joiners. These trainings reflect our commitment to building a workplace where every team member is informed, supported, and equipped to act with integrity.



Figure 8 / Composition per teams, 2025

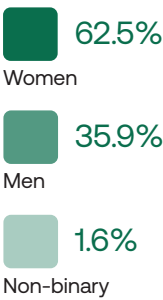
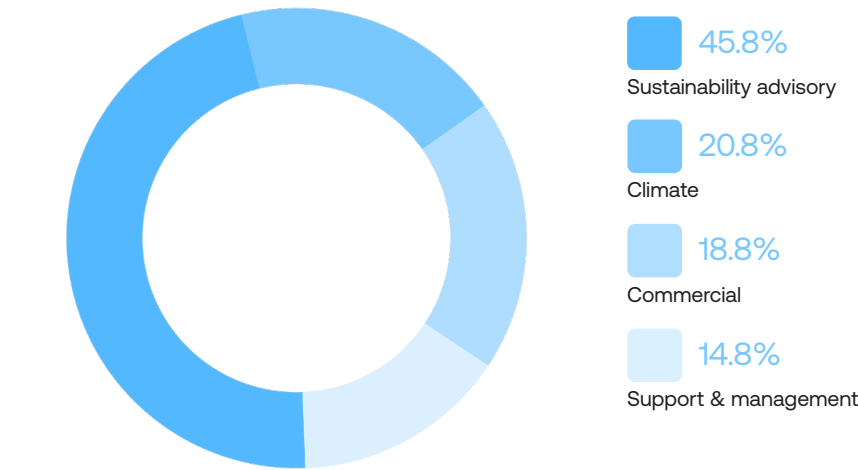


Figure 9 / Composition per gender, 2025

CHAPTER 04

Environmental impact

Just like any organisation, we are responsible for acting to reduce our environmental impact. As a service company in advisory and consulting, we understand that we have less of an impact than large organisations in other industries. We nonetheless strive to reduce our environmental footprint as much as possible. We can make a difference by reducing our carbon emissions through energy efficiency, responsible waste disposal, conscious sourcing and the promotion of climate action in our community.

Our material topics

Climate change mitigation

Our high level objectives

Reach net zero climate impact by EOY 2030

Shape the greenest workspace

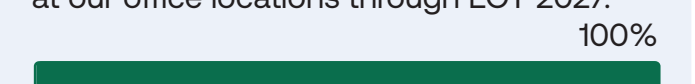
Our target progress in 2025

Reduce market-based Scope 2 emissions to 0 tCO₂e by EOY 2027.*

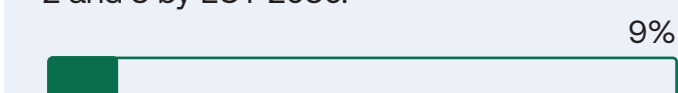


(Our residual Scope 2 emissions come solely from charging electric vehicles on the local grid mix outside our premises, where renewable electricity isn't yet available to us: Electricity consumed at our controlled premises is 100% covered by renewable energy contracts.

Maintain 100% renewable electricity supply at our office locations through EOY 2027.*



Target net zero emissions across Scopes 1, 2 and 3 by EOY 2030.*



(We've begun bending our Scope 3 curve, down ~10% vs. 2023.

*Figures reflect progress as of 31 December 2025 and are interim; they are not final results.

04

Sustainable office

In 2022, Nexio Projects moved to a new office in the heart of Rotterdam. The first action we took was to replace traditional gas-powered heating with a new ventilation system with an integrated heat exchanger and heat pump.

Sustainable procurement

As our services are mainly carried out digitally, it comes as no surprise that all team members are equipped with a secure laptop, charger and adaptor. At the office, electronical equipment is also present. As we are conscious of the issues associated with the end-of-life of these products, we adopt circular practices and strive to procure equipment that lasts as long as possible.

For example, we provide our team members with refurbished monitors for their home office. Whenever a product is not used at our office anymore, we offer our team members the possibility to take it home for free; otherwise, we try to sell it or give it away via a second-hand marketplace on the internet.

We also strive to reduce our impact through other assets. For example, our Office Manager chooses food and drinks from brands that operate sustainably – such as the ones that choose paper packaging over plastic.

Waste management

In 2025, 5.46 tonnes of office waste were generated, of which 74% was diverted from disposal through recycling and composting (4.06 tonnes), and 26% was sent to disposal (1.40 tonnes). Our target is to reach 80% diversion from disposal by 2028. We do not yet track e-waste volumes separately; this is planned for 2027. As a paperless company, all employees are equipped with an electronic signature and are encouraged to use online tools. Although we have a printer at the office in case it is necessary, we also only use reusable ink cartridges and toner.



How we reduce our impact

Travel policy

As Nexio Projects' goal is to limit its carbon emissions, we carefully evaluate the need to fly and to travel to our clients in general. Most of our projects are therefore carried out online. As a rule of thumb, we will not travel by air if the destination is less than 500 km away.

Climate action

Our business model is set on promoting sustainability and climate action. Besides doing this through our client work, we also engage in climate action within our organisation.

Team members are made aware that they can contribute to reducing our environmental impact by (among other things):

- Walking, cycling or using public transport to commute to the office or other premises.
- Switching off lights and appliances when not in use.
- Keeping the office door closed whenever possible to keep it warm inside during the winter.
- Avoiding printing and choosing to print double-sided and in black and white if necessary.
- Choosing the greenest pension plan possible for our employees, excluding fossil fuel stocks.
- Setting Ecosia as their default search engine, as advertising revenue from this platform goes towards planting trees to offset carbon emissions.

Part of our mission is to encourage our clients and partners to not only comply with emissions reporting requirements but also strive to reduce their climate impact. As a result, we lead by example – and conduct an annual carbon footprint assessment by following the Corporate Accounting and Reporting Standard of the Greenhouse Gas Protocol Initiative.

Table 1 / Total carbon footprint in tCO2e, 2025

Scope	Emissions
Scope 1 emissions	0
Scope 2 emissions (market-based)	0.79
Scope 2 emissions (location-based)	16.06
Scope 3 emissions	109.20
Total emissions (market-based)	109.99
Total emissions (location-based)	126.26
Emissions FTE	2.31

Figure 10 / Emissions per scope (market-based)

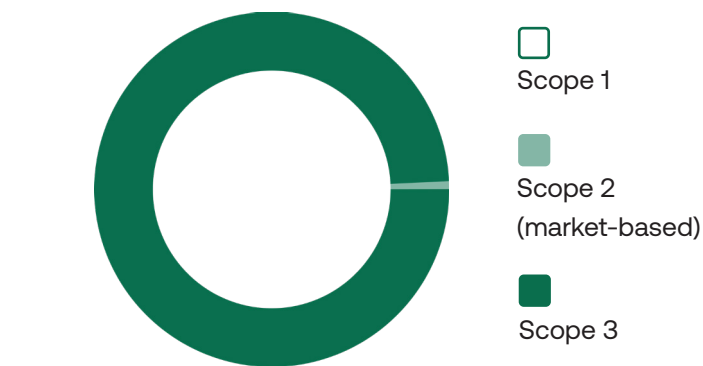


Figure 11 / Generated emissions, 2023 - 2025

In 2025, our emissions increased from 97.89 tCO2e in 2024 to 109.99 tCO2e, which translates to 2.31 tCO2e per employee. While this represents an increase compared to 2024, emissions remain below the 2023 peak of 121.02 tCO2e. The 2025 rise was mainly due to an increase in emissions from our purchased goods and services.

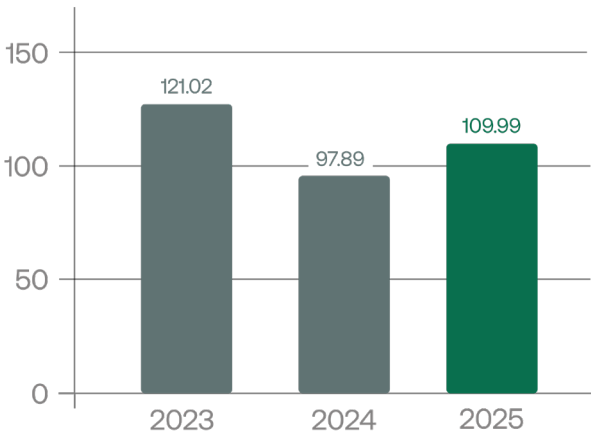
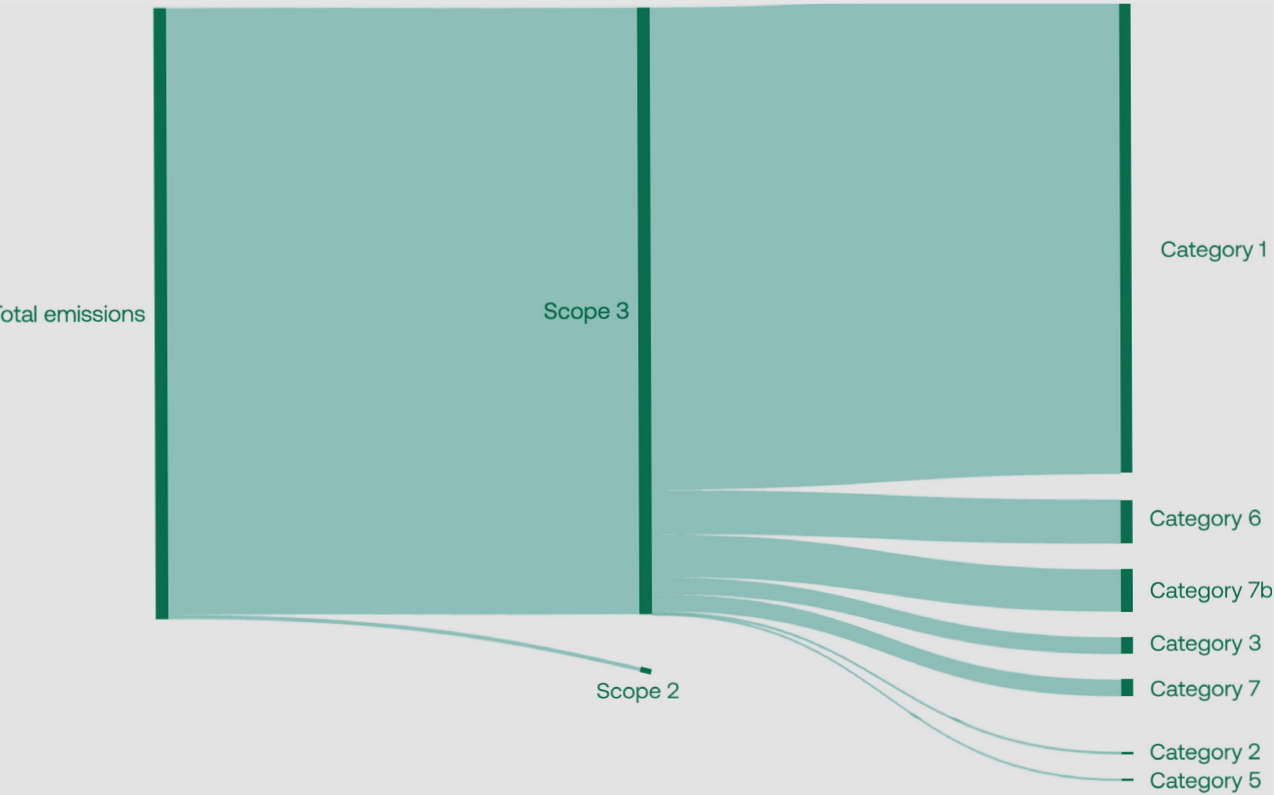


Figure 12 / Emissions per scope (market-based)*



Scope 1
Energy consumption in owned vehicles
Our emissions from Scope 1 have been reduced to 0. Our offices have infrared object-based heaters for our desks and smaller meeting rooms which allow a more focused and efficient use of energy. In addition, our overall heating system is powered by 100% renewable energy from a reputable utility provider. No fossil fuels are used for our operations and no replacement of refrigerant gases took place during 2025.

Scope 2
Purchased electricity
Between 2022 and 2023, Nexio Projects fully transitioned to electric vehicles which are charged with 100% renewable energy at our facilities but generate higher emissions when charged elsewhere. Our policy to always prioritise transparent and reliable green energy providers when charging outside the Netherlands during business travel, introduced in 2024, continued into 2025. This resulted in near 0 market-based emissions for our electric cars in 2025, with a slight increase of 1% compared to 2024, due to a slight increase in kWh consumed.

Scope 3
Purchased goods and services
In 2025, we saw an increase in Category 1 emissions of 24%, primarily driven by the addition of regular flights from an additional contractor to this category. Category 2 capital goods decreased significantly (-82%) due to reduced spending on items such as racking and sound insulation. Category 3 fuel and energy related activities decreased by 20%, reflecting lower energy consumption at our office. Waste emissions (Category 5) decreased by 62% following a move from estimation to activity data. Business travel (Category 6) decreased by 15%, and employee commuting (Category 7) decreased by 9% in line with a reduction in total kilometres travelled by train. Homeworking emissions increased by 4% due to an increase in total homeworking hours.

Table 2 / Emissions per category in tCO2e, 2025

N.	Scope	Category	Emissions	%	% vs 2024
01	Scope 1	Stationary combustion	0.00	0.00%	0
02	Scope 1	Mobile combustion	0.00	0.00%	0
03	Scope 2	Electricity use in vehicles	0.79	0.72%	+1%
04	Scope 2	Purchased electricity (market-based)	0.00	0.00%	0
05	Scope 3	Cat. 01: Purchased goods and services	86.84	78.95%	+24%
06	Scope 3	Cat. 02: Capital goods	0.53	0.48%	-82%
07	Scope 3	Cat. 03: Fuel and energy related activities	3.07	2.79%	-20%
08	Scope 3	Cat. 05: Waste generated in operations	0.03	0.03%	-62%
09	Scope 3	Cat. 06: Business travel	8.00	7.27%	-15%
10	Scope 3	Cat. 07a: Employee commuting	3.07	2.79%	-9%
11	Scope 3	Cat. 07b: Homeworking	7.66	6.97%	+4%
Total			109.99	100.00%	

Table 3 / Emissions in tCO2e, 2021 - 2025

	2021	2022	2023	2024	2025
Total emissions	37.38	71.53	121.02	97.89	109.99
Emissions per employee	1.40	1.99	2.70	2.13	2.31

Table 4 / Energy use, 2025

Description	Quantity	Unit
Diesel	0.00	GJ
Petrol	0.00	GJ
Natural Gas	0.00	GJ
Total energy from electricity consumption including e-vehicles	247.89	GJ
Total energy from purchased heating	0.00	GJ
Total energy from purchased cooling	0.00	GJ
Total energy consumption	247.89	GJ
Energy intensity	5.20	GJ/FTE
Organisation-specific metric: GJ / full-time equivalent	5.20	GJ/FTE





CHAPTER 05

Business conduct

Our company is dedicated to upholding safe, fair, and transparent business practices. Since June 2024, we have implemented an Ethics and Information Security Policy that outlines our objectives and targets for responsible business conduct.

In 2023, we carried out a comprehensive risk assessment to identify potential ethical risks throughout our operations. We place significant emphasis on responsible marketing and clear communication. Given our strong reliance on IT, we are continually enhancing our processes to ensure robust systems and adequate safeguards are in place.

Our material topics

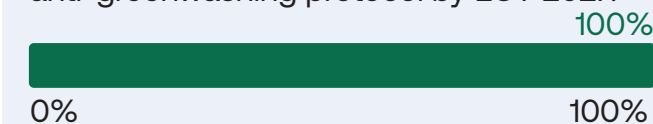
- Corporate culture
- Cybersecurity

Our high level objectives

- Operate ethically and responsibly

Our target progress in 2025

Train 100% of client-facing employees on the anti-greenwashing protocol by EOY 2027.*



Maintain zero confirmed incidents of corruption, bribery, fraud, conflict of interest, money laundering or anti-competitive behaviour through EOY 2028.*



Maintain zero substantiated complaints concerning breaches of customer privacy or losses of customer data through EOY 2028.*



*Figures reflect progress as of 31 December 2025 and are interim; they are not final results.

Data privacy & security

Rigorous control procedures, adequate software and responsible team member behaviour are the fundamental ingredients of our information security policy. Information is kept on Cloud-based platforms, where access is limited to authorised parties.

On the frontline, our people are aware of the external threats to our information systems. As a small-medium sized organisation, our communication channels are streamlined. This allows us to communicate threats quickly and efficiently. We can also count on an IT expert to support us with issues such as phishing e-mails and security updates.

Our processes comply with applicable legislation such as the EU General Data Protection Regulation (GDPR). Our privacy and cookie policy are communicated to our stakeholders and can be consulted on our website. In addition, we also have the following in place:

01

An information security audit conducted on a yearly basis to assess the current state of our information systems and to eliminate vulnerabilities.

02

A risk assessment and an impact-likelihood matrix updated once a year to assess the systems against best practices. The risk assessment was conducted on our systems by our IT expert in 2023.

03

An incident response procedure to allow for a quick and effective response to information security incidents, in accordance with GDPR requirements.

04

Records of reported information security incidents and subsequent action plans.

05

Information security trainings for anyone joining Nexio Projects.

06

Two-factor authentication to ensure extra safety of our systems.

Reporting misconduct

Our open and honest culture allows our team members to express concerns in a responsible manner. Every team member of Nexio Projects has the right to report any instance of malpractice within the company through our whistleblowing procedure, with a guarantee of confidential treatment and of protection against retaliation. All team members are informed about this procedure and can consult it at any given time in our Employee Handbook.

Vigilance against greenwashing

As a sustainability consultancy, we recognise the inherent risk of greenwashing in our industry and proactively implement the following measures to prevent it:



Implemented a formal greenwashing protocol.



Assigned a dedicated internal team for oversight, which reports directly to our Ethics Committee.



Redesigned high-risk projects to reduce greenwashing exposure.



Regularly train consultants on prevention and mitigation.



Appendix 1

GRI index table

Nexio Projects NL B.V. is reporting in accordance with the GRI Standards for the period January 2025 - December 2025. GRI 1 used: GRI 1: Foundation 2021.

GRI 2 General Disclosure 2025			
GRI disclosure	Detail	Section	Page
GRI 2-1 Organisational details	Nexio Projects NL B.V., Schiekade 10A, 3032 AJ Rotterdam, the Netherlands. One operational site. https://nexioprojects.com/contact/	Chapter 1: Business as a force for good Section: Our year in numbers	3
GRI 2-2 Entities included in the organisation’s sustainability reporting	Nexio Projects NL B.V. is a single legal entity operating from a single site at Schiekade 10A, 3032 AJ Rotterdam, the Netherlands. The organisational boundary is consolidated on the operational control basis. No subsidiaries or branch offices fall within the boundary.		
GRI 2-3 Reporting period, frequency and contact point	Nexio Projects’ 2025 Annual Impact Report covers the reporting period from 1 January 2025 to 31 December 2025. We are committed to reporting on an annual basis. Our sustainability reporting aligns with our financial reporting period, which also runs from January to December each year. Questions about the report and the GRI index table can be sent to info-nl@nexioprojects.com		
GRI 2-4 Restatements of information	During 2025, Nexio Projects restated its 2024 Scope 3 emissions from 94.07 to 97.11 tCO2e, and total 2024 emissions from 94.85 to 97.89 tCO2e, following an improvement to the methodology used to calculate employee commuting and homeworking emissions (Scope 3, Category 7). This change was applied retrospectively to ensure comparability across reporting years. See Appendix 3 for full detail. The restated 2024 figures were not subject to external assurance, and no base year recalculation policy was tested as part of the FY2025 assurance engagement.		
GRI 2-5 External assurance	Selected information in this report has been subject to independent external assurance. ROSS Services Ltd was commissioned to provide limited assurance over the Nexio Projects corporate GHG inventory for the period 1 January 2025 to 31 December 2025, as reported on pages 24 and 25, and over two human resources key performance indicators: employee participation in the employee engagement survey, and the score in the manager category of that survey. The engagement was conducted in accordance with ISO 14064-3:2019 in respect of the GHG inventory, and in accordance with ISSA 5000, General Requirements for Sustainability Assurance Engagements, in respect of the engagement as a whole. The assurance opinion was issued on 18 September 2026. Market-based Scope 2 emissions and the associated renewable electricity claims were not in scope and have not been verified. No prior period figures were verified and no base year recalculation policy was tested. All other information in this report, including workforce and DEI metrics, waste data, ethics and information security indicators, and progress against all other targets, is unassured. Unassured information was reviewed internally by the Management Team, led by the co-CEO responsible for the KPI register, and verified against the underlying KPI register and source data.		
GRI 2-6 Activities, value chain and other business relationships	Nexio Projects’ supply chain consists primarily of professional services subcontractors, IT and software providers, office suppliers, and travel service providers. In 2025, purchased goods and services and capital goods accounted for 79.4% of our total GHG footprint (87.37 of 109.99 tCO2e). We have not yet conducted supplier-level due diligence, risk screening, or a Supplier Code of Conduct rollout; this is planned for 2026 as part of our Sustainability Strategy. Supplier-specific emissions data is not yet available; emissions are currently calculated using spend-based emission factors. Nexio Projects’ sustainability strategy consists of three pillars: our purpose-driven company, our engaged and inspired clients, and our thriving business.	a. Company information activities: Chapter 1: Business as a force for good,Section: Our year in numbers, Section: Our track record b. Value chain: Chapter 1: Business as a force for good Chapter 2: Client Sustainability c. Other business relationships: Chapter 2: Client Sustainability, Section: Partner- ships for impact	3, 4, 7, 15
GRI 2-7 Employees	During 2025 Nexio Projects employed 48 people, equivalent to 47.7 FTE. Employees are reported by gender, region (single region: the Netherlands), and full-time or part-time status (48 full-time, 0 part-time). The figures cover everyone employed at any point during the reporting period on a permanent or fixed-term contract; interns and external contractors are excluded.	Chapter 1: Business as a force for good Section: Our year in numbers Chapter 3: People of Nexio Projects	3,21

GRI 2-8 Workers who are not employees	Over the course of 2025, we have had an average of 5 workers who are not employees and whose work is controlled by Nexio Projects. They are freelancers and operate under a freelance contract with Nexio Projects. They independently perform consultancy work. There were no significant fluctuations in the number of workers who are not employees during and between reporting periods.	Chapter 1: Business as a force for good Section: Our year in numbers	
GRI 2-9 Governance structure and composition	Nexio Projects' highest governance body does not include formal representatives of employees, suppliers, clients, communities or other stakeholder groups. Stakeholder perspectives are considered through regular employee engagement and Great Place to Work surveys, performance and feedback conversations, management and team meetings, client feedback and project reviews, supplier and partner engagement, our internal grievance and whistleblowing channels, and periodic stakeholder interviews conducted as part of our ESRS-aligned double materiality assessment. Nexio Projects will review whether formal stakeholder representation or additional advisory mechanisms are appropriate as the organisation grows.	1. Chapter 1: Business as a force for good Section: Our History Section: Our Governance Structure	8, 9
GRI 2-10 Nomination and selection of the highest governance body	Not applicable: due to the limited size of the business, there is no nomination and selection process for the highest governance body and its committees.		
GRI 2-11 Chair of the highest governance body	All of the four members of our highest governance body are also senior executives in the organisation. Due to the size and nature of Nexio Projects, the question around conflicts of interest is not applicable.	Chapter 1: Business as a force for good Section: Our Governance Structure	2, 9
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Due diligence is embedded in our day-to-day operations. The Managing Partners have developed and operationalised a strategy to review policies and procedures on an annual basis to reflect progress. Nexio Projects also has an Ethics Committee, which is responsible for identifying and mitigating any greenwashing risks across all client projects.	Chapter 1: Business as a force for good Section: Our Governance Structure	9
GRI 2-13 Delegation of responsibility for managing impacts	Given the impact-driven nature of Nexio Projects, all employees are responsible for managing impacts. The Ethics Committee ensures ethical and responsible business practices by empowering employees to uphold these standards. Employees are also encouraged to report any potential greenwashing risks.	Chapter 1: Business as a force for good Section: Our Governance Structure	9
GRI 2-14 Role of the highest governance body in sustainability reporting		Chapter 1: Business as a force for good Sections: Our governance structure, Our materiality	9, 11
GRI 2-15 Conflicts of interest	While there is no process in place to ensure that conflicts of interest relating to cross-board membership are prevented and mitigated, Nexio Projects' social code states that all employees must refrain from activities that (could) constitute a conflict of interest. Moreover, as per our Sensitive Transactions Procedure, all payments, gifts and entertainment of customers must be pre-approved by management. Payments should be well recorded in our books and records. This process should be communicated to the external stakeholder offering the gift/hospitality.	Chapter 5: Business conduct	27
GRI 2-16 Communication of critical concern	Nexio Projects has a whistleblowing procedure in place, giving all employees the right to report any misconduct or violations of the Employee Handbook.	Chapter 5: Business conduct Section: Reporting misconduct	27

GRI 2-17 Collective knowledge of the highest governance body	Besides attending sustainability events such as the B for Good Leaders Summit or the EcoVadis World Tour (as indicated on p.15), our Managing Partners work on sustainability matters on a daily basis and consult and contribute to our internal sustainability news channel.	Chapter 2. Client sustainability Section: Partnerships for impact	15
GRI 2-18 Evaluation of the performance of the highest governance body	There is no formal process to evaluate the performance of the highest governance body in overseeing the management of the organisation's impact on the economy, environment and people. However, employees can express their judgement about the work of our Managing Partners through our anonymous ideas and suggestions box, which is always open for use. Concerns are addressed in regular all hands morning meetings.	Chapter 1: Business as a force for good Section: Our governance structure	9
GRI 2-19 Remuneration policies	Omitted due to confidentiality constraints. Sustainability performance is not currently included in the formal remuneration policy for the highest governance body or senior executives.	Chapter 3: People of Nexio Projects Section: Well-being & satisfaction	19, 20
GRI 2-20 Process to determine remuneration	Nexio Projects has a Compensation Committee comprised of the members of the highest governance body. This is the group of people who provide input, raise potential issues, make decisions and own the rollout of the compensation philosophy and its revision in predefined time intervals. Each individual on the committee is responsible for identifying and upholding our guiding principles while designing and maintaining a thoughtful and intentional compensation philosophy. Team members can provide input on working conditions through our annual employee engagement survey.	Chapter 3: People of Nexio Projects Section: Well-being & satisfaction	19, 20
GRI 2-21 Annual total compensation ratio	Omitted due to confidentiality constraints.	Chapter 3: People of Nexio Projects Section: Well-being & satisfaction	19, 20
GRI 2-22 Statement on sustainable development strategy		Letter from the managing partners	2
GRI 2-23 Policy commitments	The ten principles of the United Nations Global Compact presume that adhering entities conduct due diligence, as can be gleaned from principle 2: "Make sure that [businesses] are not complicit in human rights abuses". The UNGC also stipulates applying the precautionary principle, as stated in principle 7: "Businesses should support a precautionary approach to environmental challenges". Principles 1 and 2 of the UNGC stipulate respecting human rights. Our values, code and implication in Corporate Social Responsibility support the principles contained in the United Nation's International Bill of Human Rights and the International Labour Organisation's Fundamental Principles and Labour Standards. We operate with policies that: - Promote a workplace free of discrimination and harassment. - Prohibit child labour, forced labour and human trafficking. - Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws. - Provide humane and safe working conditions. Recognise employees' right to freedom of association and collective bargaining. We expect our partners and clients to uphold these principles as well as the ones mentioned in our general terms and conditions. Our stance on Human Rights has been formulated by our highest governance body and is publicly available at: https://nexioprojects.com/code-of-conduct/	1. Chapter 1: Business as a force for good Section: Our Purpose Section: Our Sustainability Strategy 2. Chapter 2: Client Sustainability 3. Chapter 3: People of Nexio Projects 4. Chapter 4: Environmental Impact 5. Chapter 5: Business Conduct	7, 10, 21, 24, 27

GRI 2-24 Embedding policy commitments	Besides our whistleblowing procedure, Nexio Projects does not have other processes to provide for or cooperate in the remediation of negative impacts that it identifies it has caused or contributed to. Stakeholders who are the intended users of grievance mechanisms (ie. employees) are not involved in the design, review, operation and improvement of the whistleblowing procedure unless they propose to be by feeding this thought into the ideas and suggestion box.	Chapter 1: Business as a force for good Section: Our Purpose Section: Our Sustainability Strategy Chapter 2: Client Sustainability Chapter 3: People of Nexio Projects Chapter 4: Environmental Impact Chapter 5: Business Conduct	7, 10, 21, 24, 27
GRI 2-25 Processes to remediate negative impacts	For each material negative impact identified in our 2024 materiality assessment (extended working time, work-life balance, insufficient upskilling and value-chain GHG emissions) we track the following indicators: working time / overtime where available, absenteeism rate, eNPS, training access and training-hours per FTE, and Scope 3 emissions trend. In 2025, 0 related concerns were raised through our whistleblowing procedure and the engagement survey was used to monitor employee experience, with 0 substantiated cases requiring formal remediation; relevant follow-up actions are managed through our employee engagement process, feedback process, training plans, working conditions measures and emissions reduction measures.	Chapter 5: Business conduct Section: Reporting misconduct	27
GRI 2-26 Mechanisms for seeking advice and raising concerns		Chapter 1: Business as a force for good Section: Our governance structure Chapter 5: Business conduct Section: Reporting misconduct	9, 27
GRI 2-27 Compliance with laws and regulations	In 2025, Nexio Projects did not incur fines or non-monetary sanctions due to to compliance issues.	Chapter 5: Business conduct Section: Reporting misconduct	27
GRI 2-28 Membership associations		Chapter 2: Client Sustainability Section: Partnership for impact	15
GRI 2-29 Approach to stakeholder engagement	Nexio Projects strives to engage with key stakeholders, including during the DMA process, where stakeholders are involved in identifying sustainability matters within our own operations.	Chapter 1: Business as a force for good Section: Our Governance Structure Section: Our Sustainability Strategy Section: Our Materiality Chapter 2: Client sustainability Section: Our integrated approach Section: Partnerships for impact Chapter 3: People of Nexio Projects Section: Growing at Nexio Projects Section: Engagement	9, 10, 11, 13, 15, 18, 19, 20
GRI 2-30 Collective bargaining agreements	Not applicable: Given the size and nature of our business, none of our employees are covered by collective bargaining agreements. Nexio Projects conducts benchmarking exercises to adjust employee compensation to the market rate rather than using collective agreements in other organisations to determine employee working conditions.		

GRI 3 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 3-1 Process to determine material topics		Chapter 1: Business as a force for good Section: Our Sustainability Strategy Section: Our Materiality	10, 11
GRI 3-2 List of material topics		Chapter 1: Business as a force for good Section: Our Materiality	11
GRI 3-3 Management of material topics		1. Chapter 1: Business as a force for good Section: Our Purpose Section: Our Sustainability Strategy 2. Chapter 2: Client Sustainability 3. Chapter 3: People of Nexio Projects 4. Chapter 4: Environmental Impact 5. Chapter 5: Business Conduct	7, 10, 21, 24, 27

GRI 205 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 205-1 Operations assessed for risks related to corruption	Besides conducting annual ethical risk assessments, annual financial audits are conducted on Nexio Projects operations to verify compliance with internal control procedures designed to prevent mal-practice.	Chapter 5: Business Conduct	27
GRI 205-2 Communication and training about anti-corruption policies and procedures	The members of our highest governance body, the four Managing Partners, are responsible for approving and implementing Nexio Projects’ anticorruption policies, so they do not need training on this matter. Our partners are also not directly informed of our organisation’s anticorruption policies and procedures, although our Code of Conduct, which details some of our actions on anti-bribery and anti-corruption, is publicly available at the address: https://nexioprojects.com/code-of-conduct/ .	Chapter 5: Business Conduct Section: Reporting Misconduct	27
GRI 205-3 Confirmed incidents of corruption and actions taken	As there were no confirmed corruption incidents at Nexio Projects in 2025, no employees were dismissed or disciplined for corruption. Similarly, no contracts with business partners were terminated or not renewed due to corruption-related violations in 2025 and no public legal cases were brought against Nexio Projects on the grounds of corruption.	Chapter 5: Business conduct	27

GRI 302 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 302-1 Energy consumption within the organisation	Nexio Projects does not consume steam or sell electricity, heating, cooling, or steam. Our total energy consumption in 2025 was 247.89 GJ.	Chapter 4: Environmental impact Section: Our carbon footprint	24
Energy consumption outside of the organisation		Chapter 4: Environmental impact Section: Our carbon footprint	24
Energy intensity	In 2025, Nexio Projects used Full-Time Equivalent (FTEs) as the organisation-specific metric to calculate the energy intensity ratio (5.20 GJ/FTE). The type of energy included is the consumption of electricity. The ratio uses energy consumption from both within and outside of the organisation. An example for outside the organisation is the consumption of electricity from the grid to charge electric vehicles. An example for within the organisation is the consumption of electricity in office premises.	Chapter 4: Environmental impact Section: Our carbon footprint	24
Reduction of energy consumption	In 2025, Nexio Projects increased its total energy consumption to 247.89 GJ, aan increase of approximately 4.4% compared to 237.35 GJ in 2024.	Chapter 4: Environmental impact Section: Our carbon footprint	24
Reductions in energy requirements of products and services	Information unavailable: Nexio Projects does not collect data on the reduction in energy requirements of its services.	Chapter 4: Environmental impact Section: Our carbon footprint	24

GRI 305 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 305-1 Direct (Scope 1) GHG emissions	No other gases (CH4, N2O, HFCs, PFCs, SF6 or NF3) were considered in the calculation, as they are not relevant to Nexio Project’s business activities. The emission factors utilised for Scope 1 emissions calculations were derived from CO2emissiofactoren.nl and CO2emissiofactoren.be. Given that Scope 1 only encompasses emissions produced by company-owned vehicles, and considering that all these vehicles are electric, the electricity emission factor specific to the country where the vehicle was charged was employed. These calculations were conducted in accordance with the Greenhouse Gas (GHG) Protocol.	Chapter 4: Environmental impact	24
GRI 305-2 Energy indirect (Scope 2) GHG emissions	Emissions of all seven GHGs covered in the GHG Protocol were considered in the calculation and normalised to a total in CO2e. The emission factors utilised for Scope 2 emissions calculations were derived CO2emissiofactoren.nl. Electricity consumed at our controlled premises is 100% renewable, resulting in 0 tCO2e of market-based emissions from office electricity use. However, our total market-based Scope 2 emissions for 2025 were 0.79 tCO2e, arising from electric vehicle charging on local grid mixes outside our premises where renewable electricity instruments were not available. Location-based Scope 2 emissions, calculated using the country-specific CO2emissiefactoren.nl emission factor for the Netherlands, were 16.06 tCO2e. These calculations were conducted in accordance with the Greenhouse Gas (GHG) Protocol and location-based Scope 2 emissions were covered by the limited assurance engagement described in GRI 2-5.	Chapter 4: Environmental impact	24

GRI 305-3 Other indirect (Scope 3) GHG emissions	No other gases (CH4, N2O, HFCs, PFCs, SF6 or NF3) were considered in the calculation, as they are not relevant to Nexio Project’s business activities. The source of the emission factors used are CO2emissiofactoren.nl, ADEME, DEFRA, BEIS, EPA, EX-IOBASE, and Apple’s LCA data for laptops. These calculations are conducted in accordance with the Greenhouse Gas (GHG) Protocol.	Chapter 4: Environmental impact Section: Our carbon footprint	24
GRI 305-4 GHG emissions intensity	Nexio Projects reports on its emissions per employees rather than on emissions per service, as the organisation has a number of different services with entirely different GHG emission intensity ratios. Emissions intensity for 2025 was 2.31 tCO2e per FTE on a market-based basis, calculated using a denominator of 47.7 FTE.	Chapter 4: Environmental impact Section: Our carbon footprint	24
GRI 305-5 Reduction of GHG emissions	Total market-based emissions increased from 97.89 tCO2e in 2024 to 109.99 tCO2e in 2025, driven by a 24% increase in Category 1 purchased goods and services. Reductions were achieved in capital goods (-82%), fuel and energy related activities (-20%), waste generated in operations (-62%), business travel (-15%) and employee commuting (-9%). Reductions are calculated against the prior reporting year using the restated 2024 inventory described in GRI 2-4 and Appendix 3.	Chapter 4: Environmental impact Section: Our carbon footprint	24

GRI 401 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 401-1 New employee hires and employee turnover	In 2025, Nexio Projects’ employee turnover rate was 42.9%, calculated as the number of employees who left the organisation during the reporting period divided by the average number of employees.		
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time and part-time employees receive the same benefits at Nexio Projects (parental leave and a retirement provision), except interns, whose allowance is not taxed and therefore does not give them the right to a retirement provision.		
GRI 401-3 Parental leave			

GRI 402 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 402-1 Minimum notice periods regarding operational changes	As a scale-up that prides itself on agility and a flexible organisational structure, Nexio Projects often embraces change with a trial-and-error approach. As a result, employees and their representatives are not typically given advance notice of operational changes that could substantially affect them.		

GRI 403 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 403-1 Occupational health and safety management system	Nexio Projects has an occupational health and safety policy in place to comply with the “basic contract” required of employers under Dutch law. In short, the basic contract protects employees, provides employers with insight into the required prevention measures and occupational health and safety care, and gives occupational health and safety professionals the space to deliver this support. Nexio Projects does not control the workplaces of non-employee remote workers; therefore, these individuals have been excluded from this disclosure.		
GRI 403-2 Hazard identification, risk assessment, and incident investigation	At Nexio Projects, the People and Culture Team is responsible for identifying work-related hazards and routinely assessing risks. Team members are trained to recognise potential work-related hazards and to follow an internal process in case of emergency. This process involves informing the BHV (emergency response) personnel in the office and assisting the affected individual. BHV personnel have received specific health and safety training. Team members at Nexio Projects are required to complete two online trainings: one on Well-being (covering physical and mental health), and one on the Emergency Response Procedure, which outlines steps to follow in case of health emergencies, fire, or natural disasters. All processes are reviewed annually to incorporate new learnings and improvements. Nexio Projects has a whistleblowing procedure in place that allows employees to report suspected health and safety hazards anonymously and without fear of reprisal. The health and safety section of our Employee Handbook clearly states that employees should always remove themselves from any work situation they believe could cause injury or ill health, as safety is our top priority. In the event of a work-related incident, we would respond appropriately and in full compliance with Dutch law.		
GRI 403-3 Occupational health services	Not applicable: Given the size and nature of Nexio Projects’ operations, the company does not operate an internal occupational health service. Responsibility for identifying and managing occupational health and safety risks is assigned to the People and Culture team, managers and individual employees.	Chapter 3: People of Nexio Projects Section: Well-being and satisfaction	
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Well-being and health is one of the topic of our engagement survey, which all employees can contribute to on a regular basis. No formal joint management-worker health and safety committees exist.		19, 20
GRI 403-5 Worker training on occupational health and safety	All employees are required to complete two online trainings: one on “Well-being” (physical and mental health) and one on the “Emergency Response Procedure” to follow in case of health emergencies, fire or natural calamities.		
GRI 403-6 Promotion of worker health		Chapter 3: People of Nexio Projects Section: Well-being and satisfaction	19, 20

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Chapter 3: People of Nexio Projects Section: Well-being and satisfaction	19, 20
GRI 403-8 Workers covered by an occupational health and safety management system	Nexio Projects has an occupational health and safety management system composed of Accident Response and Emergency and Evacuation Procedures and a “Well-being” training. Some team members are BHV certified. 100% of our employees have to go through the relevant training. The Accident Response and Emergency and Evacuation Procedures are not relevant to freelancers.		
GRI 403-9 Work-related injuries	Nexio Projects recorded no significant workplace injuries in 2025. The company does not have control over the working conditions of its freelancers.		
GRI 403-10 Work-related ill health	Nexio Projects recorded no fatalities or severe cases of work-related ill health in 2025.		

GRI 404 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 404-1 Average hours of training per year per employee	In 2025, our employees received an average of 26.8 hours of training each. This is an average of the sum of onboarding hours across departments. The breakdown per gender and employee category is unavailable.		
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Not applicable: Nexio Projects does not provide services related to career management after retirement or contract termination.	Chapter 3: People of Nexio Projects Section: Growing at Nexio Projects	18
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	In 2025, 100% of our employees participated in an annual performance review and a separate career development review.	Chapter 3: People of Nexio Projects Section: Growing at Nexio Projects	18

GRI 405 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 405-1 Diversity of governance bodies and employees	As mentioned above, our highest governance body consists of two women and two men, all between the ages of 30 and 50. One member also belongs to a minority group. In 2025, Nexio Projects had a total of 48 employees, 17 male, 30 female and 1 non-binary. We choose to omit the age groups due to the size of the company The majority of our employees are originally from outside the Netherlands and therefore represent minority groups in our country of operation.	Chapter 3: People of Nexio Projects Section: Diversity, equity & inclusion	21

GRI 405-2 Ratio of basic salary and remuneration of women to men	Omitted due to confidentiality constraints.
--	---

GRI 406 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 406-1 Incidents of discrimination and corrective actions taken	In 2025, Nexio Projects reported zero incidents of discrimination during the reporting period.	Chapter 3: People of Nexio Projects Section: Diversity, equity & inclusion	21

GRI 418 General Disclosure 2025

GRI disclosure	Detail	Section	Page
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, Nexio Projects did not identify or receive any complaints regarding breaches of customer privacy.	Chapter 5: Business Conduct	27

Appendix 2

ESRS Double Materiality Assessment

The material impacts, risks and opportunities (IROs) identified during Nexio Projects 2024 DMA are presented in the table below. The identified impacts are found on the left-hand side of the tables, while the financial risks and opportunities are on the right side. A short description of the IROs is also included.

Company-specific topic	Company-specific sub-topic	Company-specific sub-sub topic	IRO	IRO: Description	Value chain	IRO: Type	Actual /Potential Current / Anticipated
IRO-1 53 a, SBM 3 a (for final list)	IRO-1 53 a, SBM 3 a (for final list)	SBM-3 48h	IRO-1 53, SBM-3	IRO-1 53, SBM-3	IRO-1 53, SBM-3	IRO-1 53, SBM-3	IRO-1 53, SBM-3
Climate change	Climate change mitigation		Emission in the Value Chain (Scope 3)	Nexio Projects’ value chain contributes to greenhouse gas emissions through various categories, encompassing purchased goods and services, capital goods, fuel and energy-related activities, operational waste, business travel, employee commuting, and homeworking. These diverse sources of emissions, spanning both upstream and downstream activities, collectively impact the company’s carbon footprint and contribute to climate change.	Upstream, Downstream	Negative impact	Actual
			Become a leader in corporate decarbonisation strategies	Nexio Projects has a significant opportunity to establish itself as a leader in corporate decarbonisation strategies. As the demand for net-zero offerings surges and companies face increasing pressure to reduce emissions, Nexio can leverage its expertise to guide clients through the complex decarbonization journey. While Nexio projects provides specialised services that support clients on a decarbonisation journey, there’s potential for growth by expanding into climate change adaptation consulting. This could include services such as vulnerability assessments, resilience planning, and adaptation strategy development. By offering these additional services, Nexio Projects could not only diversify its portfolio but also tap into new revenue streams, meeting the growing demand for comprehensive climate solutions.	Own operations	Opportunity	Anticipated
	Climate change adaptation		Development of specialised climate adaptation consulting services (ex. risk assessments)	While Nexio Projects provides specialised services that support clients on a decarbonisation journey, there’s potential for growth by expanding into climate change adaptation consulting. This could include services such as vulnerability assessments, resilience planning, and adaptation strategy development. By offering these additional services, Nexio Projects could not only diversify its portfolio but also tap into new revenue streams, meeting the growing demand for comprehensive climate solutions.	Own operations	Opportunity	Anticipated
Own Workforce	Working conditions	Working time	Extended and intensive working time	The dynamic, project-based nature of consulting is susceptible to fluctuating workloads and working hours to meet client expectations and project deadlines. Delivering high-quality results in time-sensitive environments may occasionally result in team members working extended hours or at a heightened pace. Sustained periods of such intensity can negatively affect employee well-being, elevate stress levels, and disrupt work-life balance.	Own operations	Negative impact	Actual
			Overtime compensation, flexible working hours and remote working	Nexio Projects provides employees with compensation for extra or atypical working hours, as well as flexible working hours and remote working options which allow employees to manage their time with autonomy, resulting in improved well-being, work-life balance, and overall satisfaction.	Own operations	Positive impact	Actual
			Low productivity and employee turnover costs	Sustained periods of high-intensity and excessive working time can negatively impact employee well-being, reducing productivity and increasing absenteeism, healthcare costs, as well as employee turnover.	Own operations	Risk	Current
		Work - life balance	Impact on work - life balance	The dynamic, project-based nature of consulting is susceptible to fluctuating workloads and working hours to meet client expectations and project deadlines. Delivering high-quality results in time-sensitive environments may occasionally result in team members working extended hours or at a heightened pace. Sustained periods of such intensity can negatively affect employee well-being, elevate stress levels, and disrupt work-life balance.	Own operations	Negative impact	Actual
			Costs resulting from poor work-life balance	Sustained periods of high-intensity and excessive working time can negatively impact employee well-being and hamper work-life balance. This can result in reduced productivity and increased absenteeism, healthcare costs, as well as employee turnover due to dissatisfaction.	Own operations	Risk	Current

	Health & safety	Physical and mental well-being	Sustained periods of high-intensity work can elevate stress levels and adversely affect employees' mental well-being, with potential physical repercussions. Additionally, prolonged screen time and extended periods of desk work may increase the risk of repetitive strain injuries.	Own operations	Negative impact	Actual	
		Impact of work-life balance on well-being	Sustained periods of high-intensity and excessive working time can negatively impact employee well-being, reducing productivity and increasing absenteeism, healthcare costs, as well as employee turnover.	Own operations	Risk	Anticipated	
	Equal treatment and opportunities	Training and skills development	Insufficient upskilling	The rapidly evolving sustainability landscape demands continuous upskilling to ensure our workforce can deliver high-quality, relevant solutions while maintaining operational efficiency. Insufficient training opportunities may leave employees feeling unprepared or disconnected from industry standards, potentially leading to decreased job satisfaction and diminished confidence in their roles and future career progression.	Own operations	Negative impact	Actual
			Inadequate training and skills development	Nexio Projects' success is fundamentally driven by the expertise of its advisory team. Inadequate training and skill development can compromise the quality of client solutions, undermine customer satisfaction and loyalty, and lead to operational inefficiencies. Additionally, insufficient professional growth opportunities may result in decreased employee engagement and higher turnover, ultimately impacting the firm's long-term performance and reputation.	Own operations	Risk	Anticipated
			Focus on training and skills development	Investing in employee training and skill development enables Nexio Projects to deliver higher-value solutions, strengthen client relationships, and capture greater market opportunities. Enhanced expertise also drives efficiency and reduces turnover, resulting in greater profitability and sustainable financial growth.	Own operations	Opportunity	Anticipated
		Diversity	Diverse workforce	Nexio Projects' diverse workforce cultivates an inclusive environment where every employee is recognised, valued, and supported. This culture of inclusion fosters a strong sense of belonging and connectedness, enhancing employee satisfaction and engagement. By embracing diversity, Nexio Projects not only strengthens its internal community but also drives innovation, collaboration, and overall organisational performance.	Own operations	Positive impact	Actual
			Improved performance, reputation and employee retention	Nexio Projects' diverse workforce enhances decision-making and creativity, resulting in better work quality and performance. A diverse workforce also helps strengthen the company's reputation and supports higher employee retention. Another key aspect is that Nexio Projects serves many international clients. A diverse workforce brings a variety of language skills, enabling the company to conduct projects in clients' preferred languages. This enhances business opportunities and contributes to higher client satisfaction.	Own operations	Opportunity	Current
	Consumers and end users	Sustainability advocacy	Empowering clients to tackle ESG challenges	Nexio Projects supports its clients on their journey from compliance to purpose, empowering them to tackle current environmental and social challenges.	Downstream	Positive impact	Actual
			Sustainability services	Through its services, Nexio Projects helps clients transition from merely meeting compliance requirements to embracing a deeper, purpose-driven approach. This contributes to Nexio Projects' strong reputation in the market, and opens up commercial opportunities, including attracting more clients, expanding its market reach, and securing project sales.	Own operations, downstream	Opportunity	Current

Business conduct	Corporate culture	Robust corporate culture	Nexio Projects fosters a positive corporate culture by promoting diversity, inclusion, fairness, and ethical business practices. Through initiatives like Women of Nexio Projects and Queer Circle, transparent recruitment, and wage equity, the company creates a supportive environment where employees feel valued and engaged. This inclusive culture drives collaboration, innovation, and strong organisational performance.	Own operations	Positive impact	Actual
		Strong company culture	Nexio Projects holds its mission and values in high importance, with employees strongly aligning to this vision. Employees who feel aligned with company values are more motivated, productive, and less likely to leave, encouraging a positive reputation.	Own operations	Opportunity	Current
	Cybersecurity	Cybersecurity incidents of misuse of information - legal repercussions & reputational damage	Cybersecurity incidents (ex. phishing scams) involving the misuse of information from Nexio Projects could result in severe legal and financial consequences. The company might face substantial direct costs, including legal fees and regulatory fines. Under the EU's General Data Protection Regulation (GDPR), violations can lead significant fines. Additionally, Nexio Projects could be subject to client lawsuits seeking damages for breach of contract or negligence in data protection. The reputational fallout from cybersecurity incidents could also have long-lasting financial implications for Nexio Projects. As a sustainability consultancy, the company's credibility and trustworthiness are crucial assets. A data breach could severely undermine client confidence, potentially leading to contract terminations and difficulty in acquiring new business.	Own operations	Risk	Anticipated

Appendix 3

Correction note for 2024 Carbon Footprint Assessment

The 2024 greenhouse gas (GHG) emissions figures have been updated to reflect an update and improvement in methodology. Nexio's approach to calculating employee commuting and homeworking emissions (Scope 3, Category 7) was updated for the 2025 reporting year and retrospectively applied to the 2024 emissions inventory.

This revision was done in order to keep consistency in calculations and to achieve comparable emission inventories across years. As a result, the 2024 Scope 3 emissions increased from 94.07 to 97.11. Consequently, total reported emissions for 2024 were revised from 94.85 to 97.89.