GREENHOUSE GAS EMISSIONS INVENTORY AND MANAGEMENT REPORT

Toitū carbonreduce programme

Prepared in accordance with ISO 14064-1:2018 and the Technical Requirements of the Programme

Resero

Resero Limited

Prepared by (lead author): Matt Whyte

Dated: 21 November 2025

Verification status: Reasonable for all categories

Measurement period: 01 April 2024 to 31 March 2025

Base year period: 01 April 2019 to 31 March 2020

Approved for release by:

Matt Whyte

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AVAILABILITY

This report will be available in our IMS - Mango, as well as on the Toitū website

REPORT STRUCTURE

The Inventory Summary contains a high-level summary of this year's results and from year 2 onwards a brief comparison to historical inventories.

Chapter 1, the Emissions Inventory Report, includes the inventory details and forms the measure step of the organisation's application for Programme certification. The inventory is a complete and accurate quantification of the amount of GHG emissions and removals that can be directly attributed to the organisation's operations within the declared boundary and scope for the specified reporting period. The inventory has been prepared in accordance with the requirements of the Programme[1], which is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) and ISO 14064-1:2018 Specification with Guidance at the Organization Level for

[1] Programme refers to the Toitū carbonreduce, Toitū net carbonzero and the Toitū climate positive programmes.

Quantification and Reporting of Greenhouse Gas Emissions and Removals[2]. Where relevant, the inventory is aligned with industry or sector best practice for emissions measurement and reporting.

Chapter 2, the reduction plan and progress report, forms the manage step part of the organisation's application for Programme certification.

See Appendix 1 and the related Spreadsheet for detailed emissions inventory results, including a breakdown of emissions by source and sink, emissions by greenhouse gas type, and non-biogenic and bio-genic emissions. Appendix 1 also contains detailed context on the inventory boundaries, inclusions and exclusions, calculation methodology, liabilities, and supplementary results.

This overall report provides emissions information that is of interest to most users but must be read in conjunction with the inventory workbook for covering all of the requirements of ISO 14064-1:2018.

[2] Throughout this document 'GHG Protocol' means the *GHG Protocol Corporate Accounting and Reporting Standard* and 'ISO 14064-1:2018' means the international standard *Specification with Guidance at the Organizational Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals*.

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EXECUTIVE SUMMARY

This is the annual greenhouse gas (GHG) emissions inventory and management report for Resero Holdings Limited covering the measurement period 01 April 2024 to 31 March 2025.[3]

Resero is now six years into our carbon reduce journey alongside Toitū. We have managed to reduce our emissions by 50% over these six years, which is a great result - both for our business, and the planet. They key driver for this has been that our emissions are now incorporated into our annual business plans that are ratified by the board of directors. This has made everyone accountable, and some significant decisions have been made over the past couple of years, to help us reduce our footprint. These will be outlined in the following report.

Table 1: Inventory summary

Category (ISO 14064-1:2018)	**Scopes (ISO 14064-1:2006)**	**2020**	**2024**	**2025**
Category 1: Direct emissions (tCO_2e)	Scope 1	420.87	275.82	260.69
Category 2: Indirect emissions from imported energy (location-based method*) (tCO_2e)	Scope 2	1,512.10	1,095.64	972.94
Category 3: Indirect emissions from transportation (tCO_2e)	Scope 3	1,752.53	963.85	987.47
Category 4: Indirect emissions from products used by organisation (tCO_2e)		1,910.65	375.30	265.92
Category 5: Indirect emissions associated with the use of products from the organisation (tCO_2e)		0.00	0.00	0.00
Category 6: Indirect emissions from other sources (tCO_2e)		0.00	0.00	0.00
Total direct emissions (tCO_2e)		**420.87**	**275.82**	**260.69**
Total indirect emissions* (tCO_2e)		**5,175.28**	**2,434.79**	**2,226.33**
Total gross emissions* (tCO_2e)		**5,596.15**	**2,710.61**	**2,487.02**
Category 1 direct removals (tCO_2e)		0.00	0.00	0.00
Total net emissions (tCO_2e)		**5,596.15**	**2,710.61**	**2,487.02**

*Emissions are reported using a location-based methodology. See section 1.2.1 for details.

[3] Throughout this document "emissions" means "GHG emissions". Unless otherwise stated, emissions are reported as tonnes of carbon dioxide equivalent (tCO_2e).

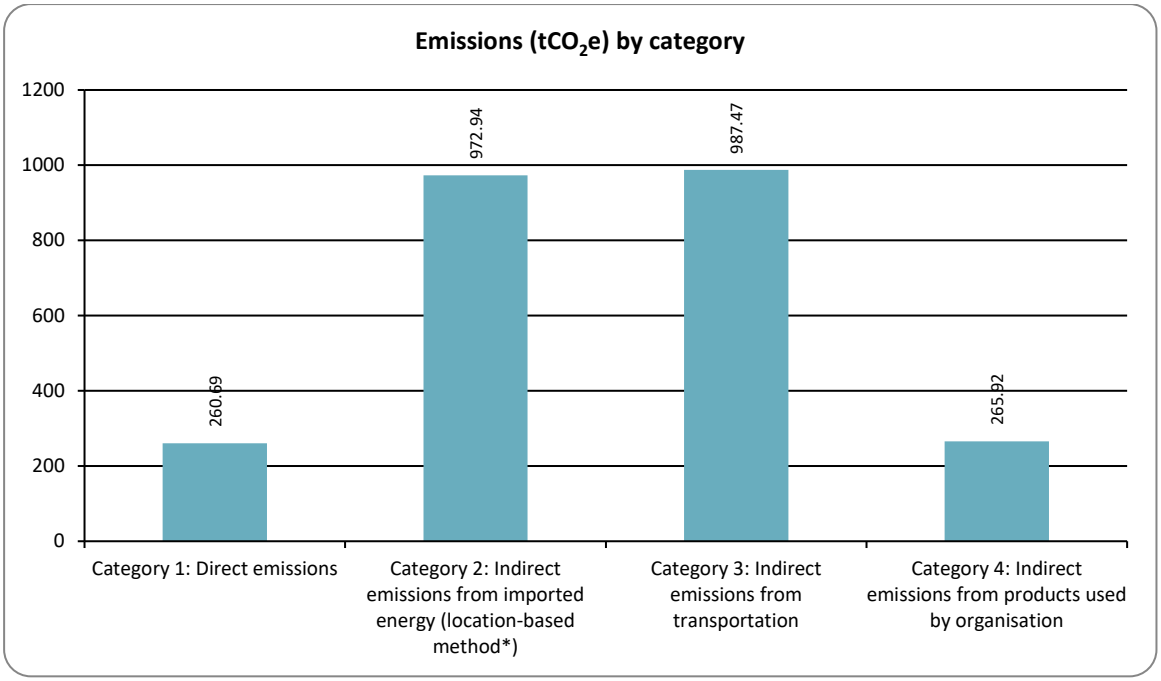

Figure 1: Emissions (tCO_2e) by Category for this measurement period

CHAPTER 1: EMISSIONS INVENTORY REPORT

1.1. INTRODUCTION

This report is the annual greenhouse gas (GHG) emissions inventory and management report for Resero Holdings Limited.

Resero is striving to play its part in leaving the world in a better place than how we found it. We have a long way to go but we are excited to be on this journey with Toitū and our aim is to one day be certified carbon zero.

The inventory report and any GHG assertions are expected to be verified by a Programme-approved, third-party verifier. The level of assurance is reported in a separate Audit Opinion provided to the directors of the certification entity.

1.2. EMISSIONS INVENTORY RESULTS

Table 2: Emissions inventory summary for this measurement period

Measurement period: 01 April 2024 to 31 March 2025.

Category	Toitū carbon mandatory boundary (tCO_2e)	Additional emissions (tCO_2e)	Total emissions (tCO_2e)
Category 1: Direct emissions	260.69 Diesel oil post 2004 vehicles, LPG, Petrol premium, Petrol regular, Diesel, Petrol, Natural Gas distributed commercial	0.00	260.69
Category 2: Indirect emissions from imported energy (location-based method*)	972.94 Electricity (NSW), Electricity	0.00	972.94
Category 3: Indirect emissions from transportation	958.10 Air travel domestic (average), Air travel long haul (average), Air travel short haul (econ), Freight Road all trucks (average), Freight Shipping container (average), Private Car average (fuel type unknown), Rental Car average (petrol), Taxi (regular), Freight Air travel long haul (average), Freight Road - Urban delivery heavy truck	29.36 Accommodation - Australia, Accommodation - Fiji, Accommodation - New Zealand, Accommodation - Singapore, Accommodation - United States, Accommodation - China (Hong Kong), Accommodation - China, Accommodation - Japan, Accommodation - Thailand, Accommodation - United Arab Emirates	987.47
Category 4: Indirect emissions from products used by organisation	149.91 Electricity distributed T&D losses, Waste to Landfill Commercial and industrial waste, Natural Gas distributed T&D losses, Waste landfilled LFGR Mixed waste, Waste landfilled LFGR Wood	116.01 Recycling - Card, Recycling - Commingled, Recycling - LDPE, Recycling - Other scrapmetal, Recycling - PP, Wood (dry), Composting, Recycling - Mixed glass, Recycling - Paper, Recycling - PVC, Wood Pellets	265.92

Category	Toitū carbon mandatory boundary (tCO_2e)	Additional emissions (tCO_2e)	Total emissions (tCO_2e)
Category 5: Indirect emissions associated with the use of products from the organisation	0.00	0.00	0.00
Category 6: Indirect emissions from other sources	0.00	0.00	0.00
Total direct emissions	**260.69**	**0.00**	**260.69**
Total indirect emissions*	**2,080.96**	**145.38**	**2,226.33**
Total gross emissions*	**2,341.65**	**145.38**	**2,487.02**
Category 1 direct removals	0.00	0.00	0.00
Total net emissions	**2,341.65**	**145.38**	**2,487.02**
per FTE per annum (gross tCO_2e / per FTE per annum)		10.09	10.72
Operating revenue (gross tCO_2e / $Millions)		31.69	33.65

*Emissions are reported using a location-based methodology. See section 1.2.1 for details.

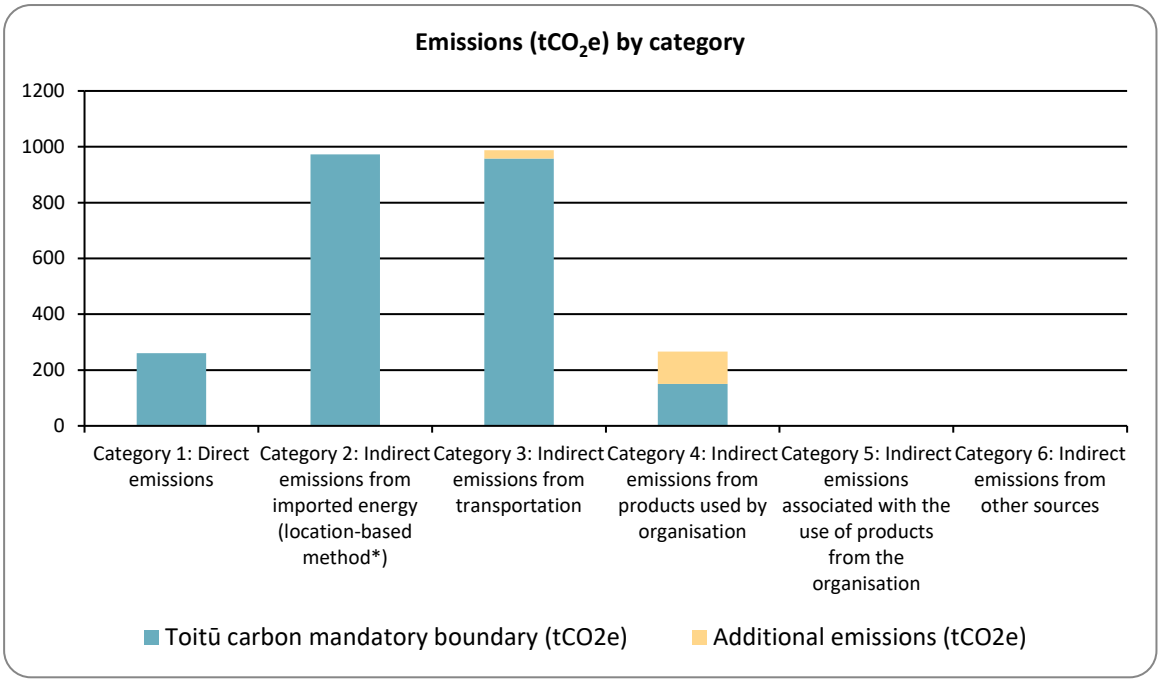

Figure 2: Emissions (tCO_2e) by category

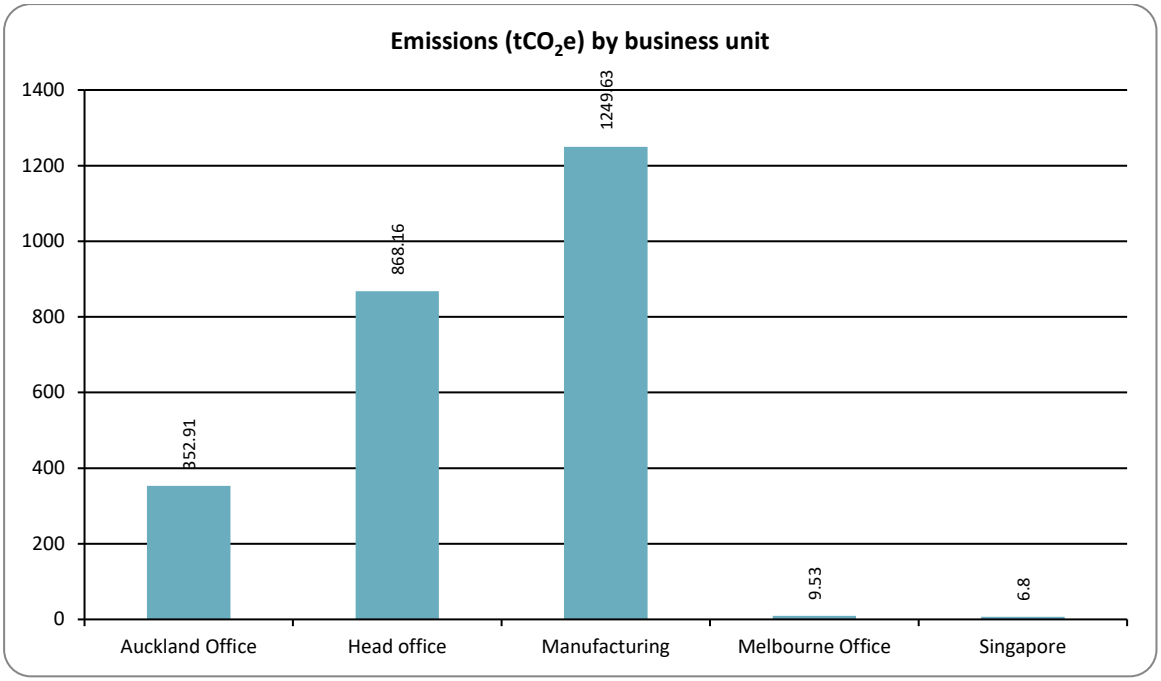

Figure 3: Emissions (tCO_2e) by business unit

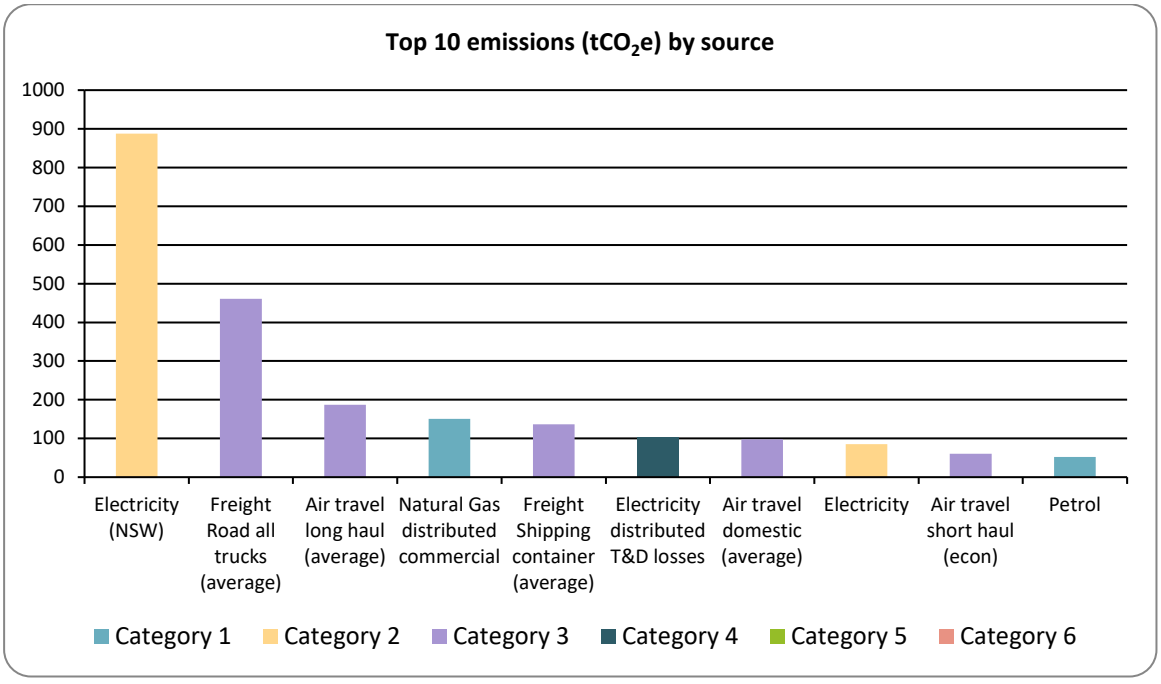

Figure 4: Top 10 emissions (tCO_2e) by source

1.2.1. Dual reporting of indirect emissions from purchased and generated energy

All purchased and generated energy emissions are dual reported using both the location-based method and market-based method. Dual reporting illustrates the role of supplier choice, onsite renewable energy generation and contractual instruments in managing indirect emissions from energy alongside any ongoing energy efficiency and reduction efforts.

Resero Ltd aligns to location-based reporting for tracking energy related emissions and reductions over time.

Our NZ office has changed electricity provider from Pulse to Meridian Energy, which is 100% renewable. Our heavier power user being our Australian manufacturing, has limited options, and being such a large user, is highly cost driven. In saying that, we have installed rooftop solar in NSW, and we've seen a decent drop in line with what we were expecting from the solar installation. The Australian grid has come under a lot of pressure to speed up its transition to renewable energy as well, which helps us.

Table 3. Dual reporting of indirect emissions from imported energy

Category	Location-based methodology (tCO_2e)	Market-based methodology (tCO_2e)
Category 1: Direct emissions	260.69	260.69
Category 2: Indirect emissions from imported energy	972.94	1,209.77
Category 3: Indirect emissions from transportation	987.47	987.47
Category 4: Indirect emissions from products used by organisation	265.92	265.92
Category 5: Indirect emissions associated with the use of products from the organisation	0.00	0.00
Category 6: Indirect emissions from other sources	0.00	0.00
Total direct emissions	**260.69**	**260.69**
Total indirect emissions	**2,226.33**	**2,463.16**
Total gross emissions	**2,487.02**	**2,723.85**
Category 1 direct removals	0.00	0.00
Total net emissions	**2,487.02**	**2,723.85**

1.3. ORGANISATIONAL CONTEXT

1.3.1. Organisation description

Resero is a multi brand business involved in the manufacture and sales of educational and commercial furniture. We have manufacturing bases in Hastings, New Zealand and Minto, New South Wales as well as an additional sales office in Singapore. Alongside our offices, we have employees scattered across Australia and New Zealand, mainly in sales roles.

We pride ourselves on being a research and design led business that spends as much time as possible in our customers environments, understanding specific needs and requirements.

Given our relative scale in our home markets, we enjoy a close working relationship with our major suppliers. Given the fact that we are a locally owned family business, we also support local where we can as we realise that without our community we are nothing!

Whilst being a good global citizen has always been front of mind for the business, it is only in more recent history that we have dedicated resources to understanding our footprint, and reporting this to the business. Some initiatives that we have undertaken in recent years include:

• Measuring and setting carbon emissions and reduction targets

- New product development to include recycled materials where possible
- Working with key suppliers on new cleaner solutions for materials
- Working with customers on a take back programme for our products
- ISO 14001 certification across the group
- Installing solar panels in both sites
- Electrifying our vehicle fleet as cars have come up for replacement

There are many other initiatives happening in conjunction with this that will hopefully contribute to our overall environmental credentials. These are not only in environmental sustainability but encompassing the other pillars of social and economic sustainability.

Commitment to certification

Resero is a sustainably focussed business that recognises the need for immediate change to certain processes within both our organisation and our wider industry in order to starve off the worst of human induced climate change. With school kids as our end user, it is especially important that we put the greenest and safest possible products in their learning environments. While our customers often talk about sustainability, when push comes to shove, they are price driven 95% of the time. This makes it tricky for us as sustainability often comes with an increased cost, but one we do our best to bear.

As an organisation, we are currently held accountable through organisations like AFRDI Green Tick, ISO 14001 and Toitū Carbon Reduce. As part of our Carbon Reduce program our targets and results are publicly available on the Toitū website, and these are built in to our annual business plans, which are shared with everyone in the business through town halls.

Some of our largest customers (National and State Governments) are now expecting a huge amount of environmental accountability from their suppliers (us). This includes calculating embodied emissions, developing end of life stories for our products, which packaging we use and having sustainability certifications from our suppliers, as well as for our products to ensure a good quality and a safe supply chain is being used.

As part of our commitment to reducing our carbon emissions, we do want to move towards carbon neutral, but we need to reduce before we off-set. We know that to date, this is only a drop in the ocean but again shows our commitment to changing the way we do things.

While the longer term aim is to be carbon neutral, for the medium term we are committing to annual reductions to reduce overall emissions rather than simply off-setting.

GHG Reporting

This report is one of the key reports that informs our sustainability direction. All major decisions are now viewed with this context in mind. For example, a result of this report was the understanding that our waste to landfill is a big problem for us, so during a previous collection period, we signed with a new waste contractor to help us divert waste from landfill into more sustainable options. This decision had 'emissions reduction' as the major reason to shift, with the economics being the second most important factor. This marks a major shift in our decision making.

Climate Change Impacts

While we don't think climate change will remove the need for schools, we know that many of our customers are susceptible to climate change, and some very acutely. We do a lot of business in the Pacific Islands, and understand that to nations like Kiribati, climate change is an everyday issue that is of deep concern to their nation.

1.3.2. Statement of intent

This inventory forms part of the organisation’s commitment to gain Toitū carbonreduce certification. The intended uses of this inventory are:

Intended use and users

Intended use: Toitū certification and Resero management. Intended users: Toitū certifier and Resero management.

Other schemes and requirements

This inventory reports into the Toitū carbonreduce programme.

1.3.3. Person responsible

Matt Whyte is responsible for overall emission inventory measurement and reduction performance, as well as reporting results to top management. Matt Whyte has the authority to represent top management and has financial authority to authorise budget for the Programme, including Management projects and any Mitigation objectives.

State any other people/entities involved

The businesses finance team does all the heavy lifting with regards to data input. Matt Whyte completes the reports and then presents these back to the business.

Matt Whyte, former Group Sustainability Leader, and now the Head of Marketing is the leader of the Toitū programme within the business. He was instrumental in bringing Toitū into the business, and has also been responsible for many of our business changes over the past 6 years.

Top management commitment

Resero is highly aware of the impacts of human behaviour on climate change and wants to play its part to help our industry reduce its impact on the planet. As a business involved in the wider educational environment, we understand that the users of our products are the ones who will be most affected by our actions and feel a corporate responsibility to leave the earth in a better place than which we found it.

While we are fully aware that we are far off carbon neutrality, we understand that this is a journey and as is often the case, starting can be the hardest part. We are now confident that all major business decisions, while never having been solely financially driven, will now also be viewed through a sustainability lens as well.

On the flip side, we are excited by the opportunities that will come from our drive towards sustainability. It will help inform all new product development, how we work as a business and how we affect the communities we live in.

Management involvement

Matt Whyte is a senior level manager within the business, sitting on the leadership team and also a member of the ownership family. The finance team led by Phil Grayson, is responsible for all of the data collection and input. Phil is also a member of the Executive Leadership Team.

1.3.4. Reporting period

Base year measurement period: 01 April 2019 to 31 March 2020

Our base year was simply the first year that we went through the audit process with Toitū. This was the time that the business was mature enough to look at other ways to make a positive impact on our community.

Measurement period of this report: 01 April 2024 to 31 March 2025

Annually

Alignment to financial year reporting

1.3.5. Organisational boundary and consolidation approach

An operational control consolidation approach was used to account for emissions.[4]

Organisational boundaries were set with reference to the methodology described in the GHG Protocol and ISO 14064-1:2018 standards.

Justification of consolidation approach

An operational control consolidation approach was used to account for emissions. This is the most meaningful approach for the business as it fits in with how we already coordinate information within the business.

Organisational structure

Figure 5 shows what has been included in the context of the overall structure.

Over the past three years, we have shifted away from a parent entity structure that had individual businesses below it, each with its own leadership team and CEO. Our new structure is a single business, with one leadership team across the full business. This was done to help with efficiencies, and to simplify our business.

Over the past few years, we have closed some of our physical offices to control costs, and as working from home has become prevalent. Our Auckland, Melbourne, Hong Kong and now Singapore offices are now closed, although we still have people on the ground in Auckland and Melbourne. Hong Kong has been closed as the market opportunity has shrunk. Our Singapore office reopened for a period, but has since closed again in FY26.

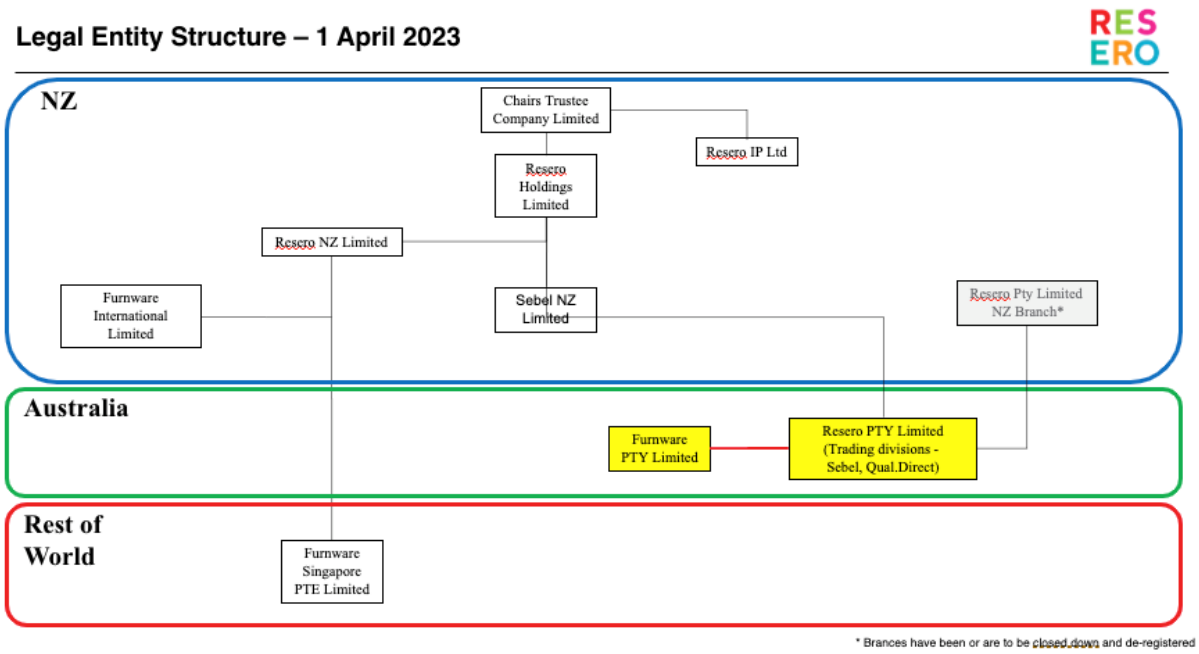

Figure 5: Organisational structure

[4]control: the organisation accounts for all GHG emissions and/or removals from facilities over which it has financial or operational control. equity share: the organisation accounts for its portion of GHG emissions and/or removals from respective facilities.

Table 4. Brief description of business units, sites and locations included in this emissions inventory

Company/Business unit/Facility	Physical location	Description
Resero Holdings Ltd	Holding company	Owners holding company
Resero NZ Ltd	1128 Omahu Road, Hastings, New Zealand	This location is our business head office, and also has our NZ based factory. This factory is mainly a steel fabrication and panel operation. It makes product for the NZ, Australian and ROW markets.
Resero PTY Ltd	48 Airds Road, Minto, NSW, Australia	This location is our Australian head office, and also the location of our Australian manufacturing facility. This factory specialises in plastic injection moulding, and manufactures product mainly for the Australian market and we as smaller quantities to NZ and ROW.
Sebel NZ Ltd	N/A	While the physical office was closed in March 2022, there is still a number of people based in Auckland who are mainly sales people. They now either work from home or on the road with their territory.
Resero PTY Ltd NZ Branch	N/A	EFS has been transitioned to Sebel NZ Ltd over the period, but still exists as an entity
Furnware PTY Ltd	48 Airds Road, Minto, NSW, Australia	This office is now formally located within our Resero PTY office in NSW.
Furnware Singapore PTE Ltd	N/A	The Hive at 1 North Bridge Road, #08-08, Singapore 179094
Furnware International Ltd	N/A	Sales entity for sales that don't sit within our three main markets of Australia, NZ or Singapore.

1.3.6. Excluded business units

None.

CHAPTER 2: EMISSIONS MANAGEMENT AND REDUCTION REPORT

2.1. EMISSIONS REDUCTION RESULTS

Having had a fast start to our emissions reduction, largely aided by Covid, our progress has tapered off a bit over the last couple of years. We have started travelling again, which has had a significant increase in travel emissions. As we try to grow our way out of covid, this was not unexpected and had been flagged in earlier reports. On a positive note, we are seeing significant business decisions through the lens of how they will effect our business emissions, which is a very positive step. We now have most of our vehicle fleet as either PHEV's, or pure EV's. This has lead to a huge drop in petrol emissions, particularly in Australia where there is better charging infrastructure. Our decision to change our waste management partner at our Minto plant, has had a significant positive impact on our emissions, and adding solar panels to our NSW manufacturing plant has seen around a 17% drop in emissions there - slightly more than expectations. This may relate to a greener grid, or a decrease in production.

Table 5: Comparison of historical GHG inventories

Category	2020	2021	2022	2023	2024	2025
Category 1: Direct emissions (tCO_2e)	420.87	344.28	336.47	314.21	275.82	260.69
Category 2: Indirect emissions from imported energy (location-based method*) (tCO_2e)	1,512.10	1,379.47	1,369.26	1,302.10	1,095.64	972.94
Category 3: Indirect emissions from transportation (tCO_2e)	1,752.53	794.16	598.74	877.23	963.85	987.47
Category 4: Indirect emissions from products used by organisation (tCO_2e)	1,910.65	2,757.24	1,852.09	273.05	375.30	265.92
Category 5: Indirect emissions associated with the use of products from the organisation (tCO_2e)	0.00	0.00	0.00	0.00	0.00	0.00
Category 6: Indirect emissions from other sources (tCO_2e)	0.00	0.00	0.00	0.00	0.00	0.00
Total direct emissions (tCO_2e)	**420.87**	**344.28**	**336.47**	**314.21**	**275.82**	**260.69**
Total indirect emissions* (tCO_2e)	**5,175.28**	**4,930.87**	**3,820.10**	**2,452.39**	**2,434.79**	**2,226.33**
Total gross emissions* (tCO_2e)	**5,596.15**	**5,275.15**	**4,156.57**	**2,766.60**	**2,710.61**	**2,487.02**

Category	2020	2021	2022	2023	2024	2025
Category 1 direct removals (tCO_2e)	0.00	0.00	0.00	0.00	0.00	0.00
Total net emissions (tCO_2e)	**5,596.15**	**5,275.15**	**4,156.57**	**2,766.60**	**2,710.61**	**2,487.02**
Emissions intensity						
per FTE per annum (gross tCO_2e / per FTE per annum)	24.33	21.10	17.76	11.87	12.21	10.72
per FTE per annum (gross mandatory tCO_2e / per FTE per annum)	24.14	21.06	17.72	11.62	11.72	10.09
Operating revenue (gross tCO_2e / $Millions)	74.62	86.48	59.98	37.70	36.19	33.65
Operating revenue (gross mandatory tCO_2e / $Millions)	74.04	86.33	59.83	36.89	34.75	31.69

*Emissions are reported using a location-based methodology. See section 1.2.1 for details.

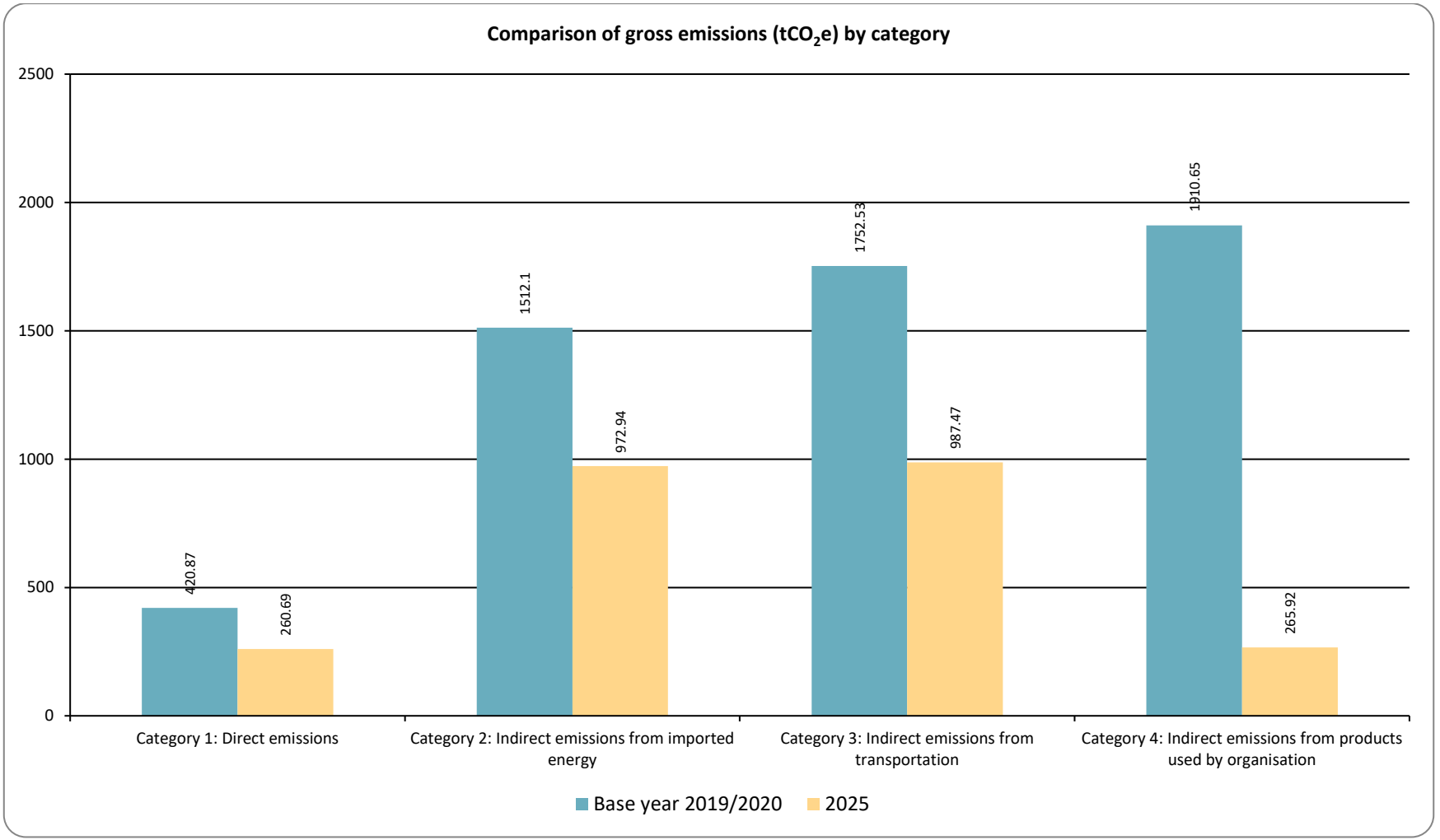

Figure 6: Comparison of gross emissions (tCO_2e) by category between the reporting periods

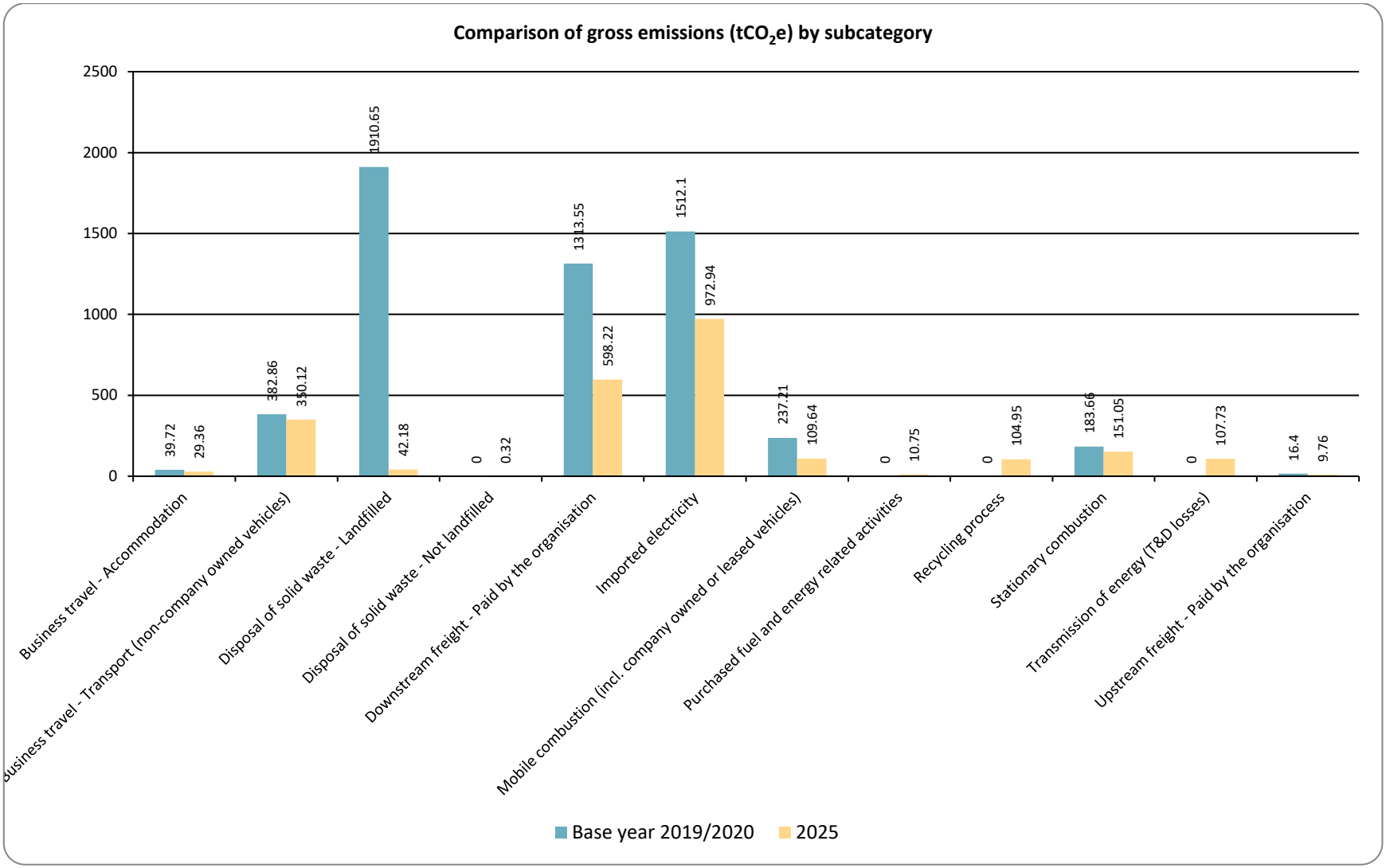

Figure 7: Comparison of gross emissions (tCO_2e) by subcategory between the reporting periods

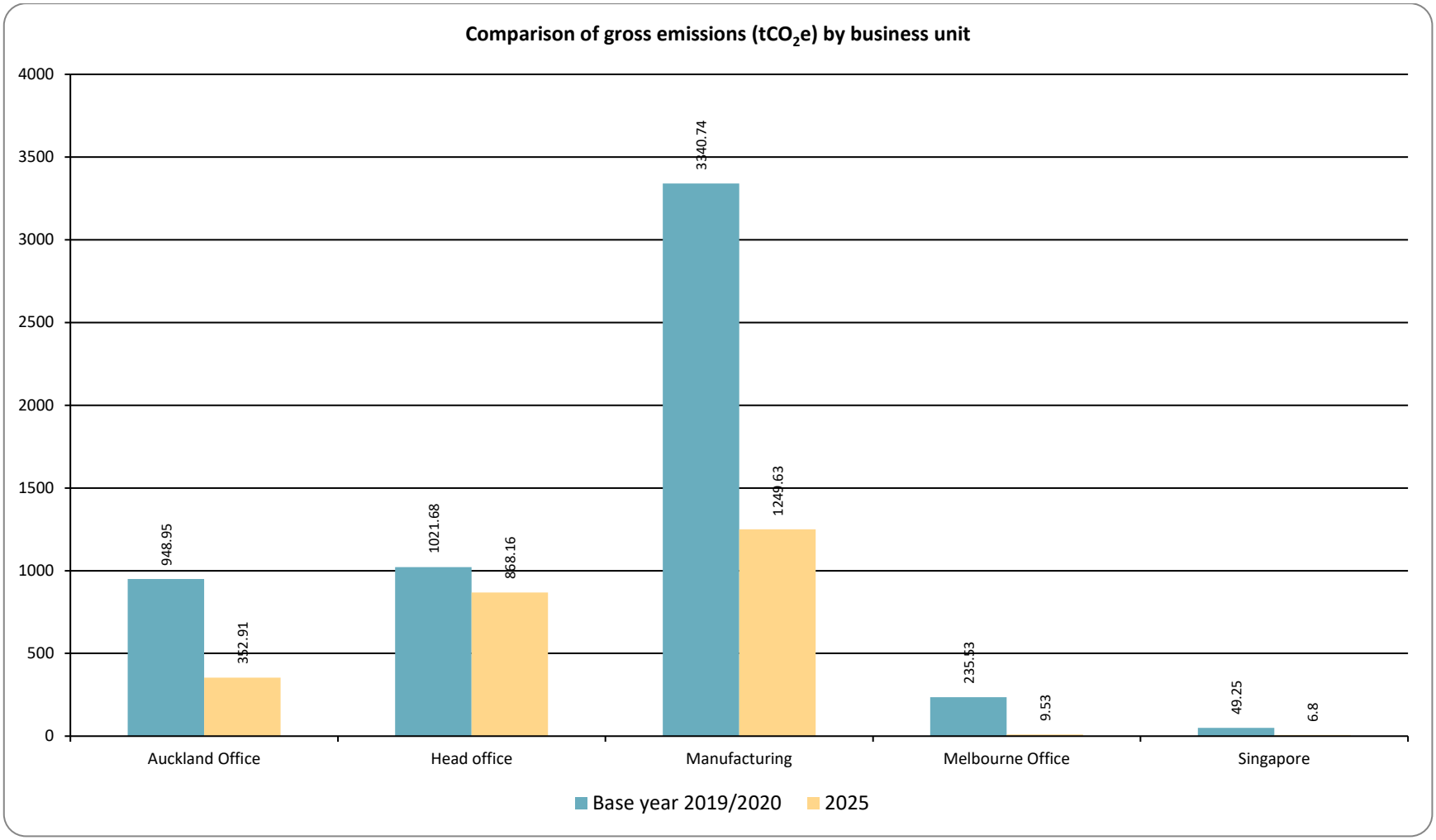

Figure 8: Comparison of gross emissions (tCO_2e) by business unit between the reporting periods

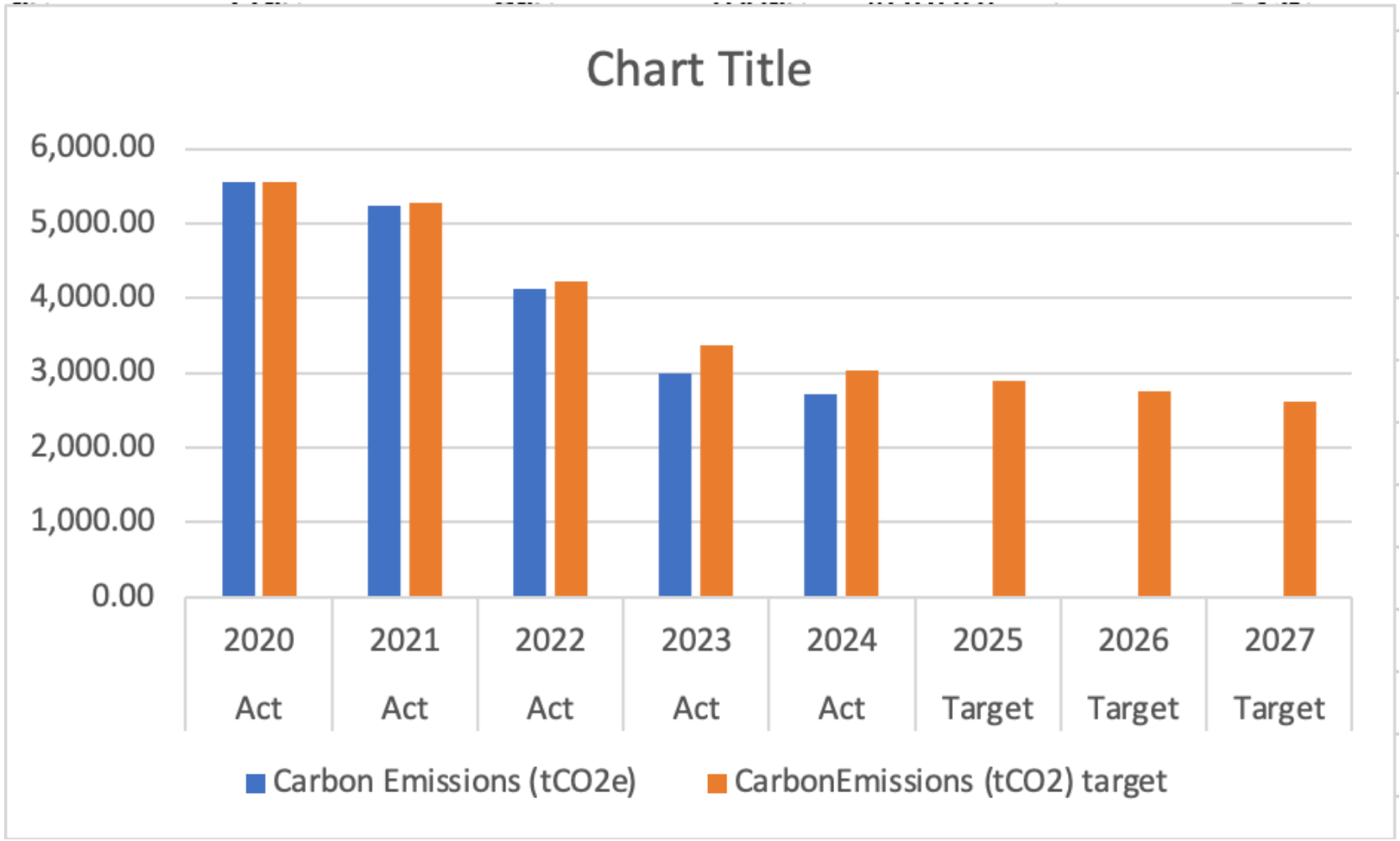

Figure 9: Performance against target since base year

Table 6. Performance against plan

	Act	Act	Act	Act	Act	Act	Target	Target	Target
	2020	2021	2022	2023	2024	2025	2026	2027	2028
Carbon Emissions (tCO_2e)	5,557.14	5,236.61	4,116.05	2,988.15	2,712.00	2,487.00	2,400.00	2,250.00	2,000.00
CarbonEmissions (tCO_2) target	5,557.14	5,279.28	4,223.43	3,378.74	3,040.87	2,736.78	2,463.10	2,216.79	1,995.11
Carbon Reduction (tCO_2e)		-320.53	-1,120.56	-1,127.90	-276.15	-225.00	-87.00	-120.00	-112.50
Carbon Reduction (%)		-6%	-21%	-27%	-9%	-8%	-3%	-5%	-5%
Cumulative Carbon Reduction (%)		-6%	-26%	-46%	-51%	-55%	-57%	-59.0%	-58.6%
			Estimated reduction against 2020 baseline						

2.2. SIGNIFICANT EMISSIONS SOURCES

Significant sources

Electricity in NSW remains a large contributor to our overall emissions, although we've seen a nice drop as outlined above. Elsewhere, road freight has ticked up a bit this year, this will be the result of an increase in sales. Our third largest emission source, landfilled wood waste, has increased yet again as a result of cyclone Gabriel which caused damage to one of the firms that took our dust. We have invested in a briquette machine to enable us to make saw dust bricks that can be used as fuel, but have had major issues commissioning this over the past 18 months. Unfortunately there is no solution in sight for this, although once found, we will continue our reduction journey.

Activities responsible for generating significant emissions

NSW electricity will be one of the more difficult ones to reduce. Last year, we took advantage of a generous NSW State subsidy and installed a 100kw solar system. This has seen about a 17% drop in emissions. In other positive news, Australia is starting to make good progress in relation to renewables after remaining stubbornly fossil fuel driven. The public has taken action, through the likes of the Teal party winning so many seats in the 2022 election, and companies like AGL being taken over by activist shareholders intent on shutting down coal generation. As more renewable generation comes online, we expect to see our emissions from electricity generation decrease in line with this.

We are also starting to replace old plant with newer plant, which will have a positive effect on our electricity needs.

Influences over the activities

Road freight has now become our second largest emission factor, and after decreasing in line with reduced sales through the covid years, has seen a slight uptick this year. This again will be tough to reduce, at least until cleaner trucks become available and used by our carriers. We are exploring localising more manufacturing closer to end customers, but this might increase road emissions while decreasing shipping emissions. We are also looking at sending more product flat packed, which will reduce the footprint of individual products when they ship.

2.3. EMISSIONS REDUCTION TARGETS

The organisation is committed to managing and reducing its emissions in accordance with the Programme requirements. Table 6 provides details of the emission reduction targets to be implemented. These are ‘SMART’ targets (specific, measurable, achievable, realistic, and time-constrained).

The group is committed to managing and reducing its emissions in accordance with the Programme requirements. Table 1 provides details of the emission reduction targets to be implemented. These are 'SMART' targets (Specific, Measurable, Achievable, Realistic and Time-constrained).

Resero Group is committed to reducing its GHG emissions in compliance with rule 59b of the programme requirements. The target is to reduce intensity by 40% within 5 years of the base year. We have already exceeded this which is worth celebrating. Our new target for the next 5 years is another 50% reduction on our emissions off our FY25 emissions.

As shown in Table 1, there are specific ‘subtargets’ at a more detailed level, by emission source. By achieving each sub target, the aggregated results will mean we achieve our overall target for the total inventory.

We have made meaningful progress towards two out of three of our emissions reduction targets. Our waste to landfill emissions in Australia have reduced greater than 90% and our petrol vehicle emissions have reduced greater than 50% since our base year. Our third emitter, wood waste to landfill has increased by 500% since base year, but this is due to our previous waste to energy solution being rejected by the end user.

Table 7. Emission reduction targets

Target name	Baseline period	Target date	Type of target (intensity or absolute)	Categories covered	Target		KPI	Responsibility	Rationale
Reduce landfilled wood waste	FY2021	31/03/2027	Absolute	C4	80%	526tco2e down to 105tco2e	Absolute	Matt Whyte	We are trying to find a better use for this saw dust than it ending up in landfill. Some options we're ex-ploring are briquette machines and changing our material altogether. Once we find a solution, we should see a massive reduction in emissions
Reduce electricity consumption (NSW)	FY2020	31/12/2030	Absolute		50%	1395tco2e down to 698tco2e	Absolute	Matt Whyte	A combination of more efficient machines coming online over the next few years, and the Australian grid getting greener. The Australian government is projecting that renewable generation as a percentage will go from 18% in 2022, to 69% by 2030. We are also looking at solar power as a potential solution to some of these emissions.

2.4. EMISSIONS REDUCTION PROJECTS

In order to achieve the reduction targets identified in Table 6, specific projects have been identified to achieve these targets, and are detailed in Table 7 below.

Table 8. Projects to reduce emissions

Objective	Project	Responsibility	Completion date	Potential co-benefits	Potential unintended consequences	Actions to minimise unintended consequence
Decrease our electricity usage	Reduce our electricity usage	Matt Whyte, Director	Ongoing	Decrease costs	None anticipated	n/a
	Upgrade our plant and equipment	Phil Grayson, CFO	Ongoing	Decrease power consumption	None anticipated	n/a
Improve efficiency for company wide freight	Supply chain optimization	Peter Stewart, COO	Ongoing	More efficient shipping	Emissions increase as the supply chain gets more complex	Use data to make the correct stock

Table 8 highlights emission sources that have been identified for improving source the data quality in future inventories.

Table 9. Projects to improve data quality

Emissions source	Actions to improve data quality	Responsibility	Completion date
All freight	Keep sampling containers to make sure that the weight assumptions are correct	Matt Whyte	Ongoing
Road freight	Centralise data collection so that the same team is collecting all information and reporting it in the same way	Cory Jannsen	31/03/2026
All	Ask our suppliers if they can help us with data to get more accuracy	Matt Whyte	Ongoing

2.5. STAFF ENGAGEMENT

We share progress on our emissions at some of our bi-monthly company-wide town halls. These are also posted in our workplace feed that everyone in the business has access to.

2.6. KEY PERFORMANCE INDICATORS

We have decided to use FTE's as our KPI's because we historically have grown our business by increasing the number of employees in the group. As we still have ambitious growth plans, we feel this is a good KPI to use as we want to decrease the amount of emissions per employee even though our gross emissions might still increase albeit at a lower rate that growth.

Table 10. Key Performance Indicators (KPIs).

KPI	Rationale of using the additional KPI	
Emissions per FTE employee	A growing business from a people perspective would usually result in higher emissions, but we are hoping to achieve a growing employee base without increasing emissions	232

2.7. MONITORING AND REPORTING

The results of our emissions audits are incorporated in our business planning, alongside our reduction targets. The board of directors signs off the targets, and the ELT is tasked with meeting these.

APPENDIX 1: DETAILED GREENHOUSE GAS INVENTORY

Additional inventory details are disclosed in the tables below, and further GHG emissions data is available on the accompanying spreadsheet to this report (Appendix1-Data Summary Resero Holdings Limited.xls).

Table 11. Direct GHG emissions and removals, quantified separately for each applicable gas

Category	CO_2	CH_4	N_2O	NF_3	SF_6	HFC	PFC	Desflurane	Sevoflurane	Isoflurane	Emissions total (tCO_2e)
Stationary combustion	150.63	0.35	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.05
Mobile combustion (incl. company owned or leased vehicles)	106.67	1.01	1.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	109.64
Emissions - Industrial processes	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removals - Industrial processes	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Leakage of refrigerants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Treatment of waste	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fugitive Emissions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Treatment of wastewater	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Emissions - Land use, land-use change and forestry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Removals - Land use, land-use change and forestry	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fertiliser use	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Addition of livestock waste to soils	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Addition of crop residue to soils	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Addition of lime to soils	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Enteric fermentation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Open burning of organic matter	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Electricity generated and consumed onsite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Medical gases	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Exported electricity	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total net emissions	257.30	1.36	2.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	260.69

Table 12. Non-biogenic, biogenic anthropogenic and biogenic non-anthropogenic CO_2 emissions and removals by category

Category	Anthropogenic biogenic CO_2 emissions	Anthropogenic biogenic (CH_4 and N_2O) emissions (tCO_2e)	Non-anthropogenic biogenic (tCO_2e)
Category 1: Direct emissions	0.00	0.00	0.00
Category 2: Indirect emissions from imported energy	0.00	0.00	0.00
Category 3: Indirect emissions from transportation	0.00	0.00	0.00
Category 4: Indirect emissions from products used by organisation	32,402.58	21.54	0.00
Category 5: Indirect emissions associated with the use of products from the organisation	0.00	0.00	0.00
Category 6: Indirect emissions from other sources	0.00	0.00	0.00
Total gross emissions	**32,402.58**	**21.54**	**0.00**

A1.1 REPORTING BOUNDARIES

A1.1.1 Emission source identification method and significance criteria

The GHG emissions sources included in this inventory are those required for Programme certification and were identified with reference to the methodology described in the GHG Protocol and ISO 14064-1:2018 standards as well as the Programme Technical Requirements.

All of the data comes from invoices through the finance team.

Significance of emissions sources within the organisational boundaries has been considered in the design of this inventory. The significance criteria used comprise:

- All direct emissions sources that contribute more than 1% of total Category 1 and 2 emissions
- All indirect emissions sources that are required by the Programme.

No changes to the significance criteria have been made since this inventory was initially developed in the base year.

A1.1.2 Included sources and activity data management

As adapted from ISO 14064-1, the emissions sources deemed significant for inclusion in this inventory were classified into the following categories:

- **Direct GHG emissions (Category 1):** GHG emissions from sources that are owned or controlled by the company.
- **Indirect GHG emissions (Category 2):** GHG emissions from the generation of purchased electricity, heat and steam consumed by the company.
- **Indirect GHG emissions (Categories 3-6):** GHG emissions that occur as a consequence of the activities of the company but occur from sources not owned or controlled by the company.

Table 14 provides detail on the categories of emissions included in the GHG emissions inventory, an overview of how activity data were collected for each emissions source, and an explanation of any uncertainties or assumptions made based on the source of activity data. Detail on estimated numerical uncertainties are reported in Appendix 1.

As we are certified ISO9001, 14001 and , all of our information management procedures are aligned with that. We have a compliance officer in the business who manages this.

Table 13. GHG emissions activity data collection methods and inherent uncertainties and assumptions

GHG emissions category	GHG emissions source or sink subcategory	Overview of activity data and evidence	Explanation of uncertainties or assumptions around your data and evidence	Use of default and average emissions factors	Pre-verified data
Category 1: Direct emissions and removals	Stationary combustion	Natural Gas distributed commercial	Assumed all supplier reports are accurate	Data should be accurate	No
	Mobile combustion (incl. company owned or leased vehicles)	Diesel, Diesel oil post 2004 vehicles, LPG, Petrol, Petrol premium, Petrol regular	Assumed all supplier reports are accurate, and all additional fuel spent has been captured within our Expensify reporting system.	The internal claim for fuel process does not yet allow us to export litres of fuel used.	No
Overall assessment of uncertainty for Category 1 emissions and removals		0%	Very low		
Category 2: Indirect emissions from imported energy	Imported electricity	Electricity, Electricity (NSW)	Assumed all supplier reports are accurate	Data should be accurate	No
Overall assessment of uncertainty for Category 2 emissions and removals		6%	Medium		
Category 3: Indirect emissions from transportation	Business travel - Transport (non-company owned vehicles)	Accommodation - Australia, Accommodation - New Zealand, Accommodation hotel/lodge/motor inn, Air travel domestic (average), Air travel long haul (average), Air travel short haul (econ), Taxi (regular), Private Car average (Fuel type unkown), Rental car average (Petrol)	Assumed all supplier reports are accurate, and all additional travel spent has been captured within our Expensify reporting system.	Due to using a range of airlines and thus aircraft, there is undoubtedly some variation in actual emissions from our business travel, however we are unable to break these down to aircraft type and route. Given this, we use the average EF as given by Toitū.	No

GHG emissions category	GHG emissions source or sink subcategory	Overview of activity data and evidence	Explanation of uncertainties or assumptions around your data and evidence	Use of default and average emissions factors	Pre-verified data
	Upstream freight - Paid by the organisation		Will be included in the data below.		No
	Downstream freight - Paid by the organisation	Freight Air travel long haul (average), Freight Road all trucks (average), Freight Shipping container (average), Freight Road - Urban delivery heavy truck	Higher degree of uncertainty around our freight emissions as we get different data from different carriers. Also, we calculate our freight by the cubic meter rather than weight, and as our product mix varies so much order to order, the average weight/m^3 of 10 containers has become the weight we apply to the cubic meter measurement. Depending on the make up of any one particular order, this might mean either a higher or lower weight per cubic meter than what we have used here. Also, we aim to on-charge all freight to the customer, but this is often given as a discount. We are unable to split these two apart, so we assume all emissions from freight when in reality, this shouldn't be the case.	We don't necessarily track the type of vehicle used, and as this is at the discretion of the suppliers, we don't have control over this. For this reason we resort to choosing generic types of trucks with the Toitū system.	No
Overall assessment of uncertainty for Category 3 emissions and removals		16%	Medium		
Category 4: Indirect emissions from products used by organisation	Purchased fuel and energy related activities	Electricity distributed T&D losses	Assumed all supplier reports are accurate	Data should be accurate	No

GHG emissions category	GHG emissions source or sink subcategory	Overview of activity data and evidence	Explanation of uncertainties or assumptions around your data and evidence	Use of default and average emissions factors	Pre-verified data
	Disposal of solid waste - Landfilled	Waste landfilled LFGR Wood, Waste to Landfill Commercial and industrial waste	We use multiple suppliers on different sites, some of the supplier data is assumed to be more accurate than others based on the look and feel of the report. In reality, we don't know the accuracy of each supplier and if we are comparing apples with apples.	Our emissions from landfill are assumed to be mostly made up of plastic, so a measurement of 1tco2e to every 1t of waste to landfill is the measurement we are using. In reality, not 100% of our waste to landfill is plastic so we are likely overstating our emissions by a relatively high margin in some instances.	No
Overall assessment of uncertainty for Category 4 emissions and removals		30%	High		

A1.1.3 Excluded emissions sources and sinks

Emissions sources in Table 16 have been identified and excluded from this inventory.

Table 14. GHG emissions sources excluded from the inventory

Business unit	GHG emissions source or sink	GHG emissions category	Reason for exclusion
NZ/AUS Head Office	Refrigerants	Scope 1	Too small - no refills during period, but refrigerants in AC machines
NZ Head Office	LPG	Scope 1	LPG used fro BBQ's, only around 5 x 20kg bottles per year
Aus Head Office	LPG	Scope 1	LPG used fro BBQ's, only around 5 x 20kg bottles per year
NZ Manufacturing	CO_2	Scope 1	Small amounts of CO_2 used as mixing gas for welding

A1.2 QUANTIFIED INVENTORY OF EMISSIONS AND REMOVALS

A1.2.1 Calculation methodology

A calculation methodology has been used for quantifying the emissions inventory based on the following calculation approach, unless otherwise stated below:

Emissions = activity data x emissions factor

The quantification approach(es) has not changed since the previous measurement period

All emissions were calculated using Toitū emanage with emissions factors and Global Warming Potentials provided by the Programme (see Appendix 1 - data summary.xls). Global Warming Potentials (GWP) from the IPCC fifth assessment report (AR5) are the preferred GWP conversion[5].

Where applicable, unit conversions applied when processing the activity data has been disclosed.

There are systems and procedures in place that will ensure applied quantification methodologies will continue in future GHG emissions inventories.

A1.2.2 Supplementary results

Holdings and transactions in GHG-related financial or contractual instruments such as permits, allowances, verified offsets or other purchased emissions reductions from eligible schemes recognised by the Programme are reported separately here.

A1.2.2.1 DOUBLE COUNTING AND DOUBLE OFFSETTING

There are various definitions of double counting or double offsetting. For this report, it refers to:

- Parts of the organisation have been prior offset.

[5] If emission factors have been derived from recognised publications approved by the programme, which still use earlier GWPs, the emission factors have not been altered from as published.

- The same emissions sources have been reported (and offset) in both an organisational inventory and product footprint.
- Emissions have been included and potentially offset in the GHG emissions inventories of two different organisations, e.g. a company and one of its suppliers/contractors. This is particularly relevant to indirect (Categories 2 and 3) emissions sources.
- Programme approved 'pre-offset' products or services that contribute to the organisation inventory
- The organisation generates renewable electricity, uses or exports the electricity and claims the carbon benefits.
- Emissions reductions are counted as removals in an organisation's GHG emissions inventory and are counted or used as offsets/carbon credits by another organisation.

Double counting / double offsetting has not been included in this inventory.

Details

N/A

APPENDIX 2: SIGNIFICANCE CRITERIA USED

Table 15. Significance criteria used for identifying inclusion of indirect emissions

Emissions source	Magnitude	Level of influence	Risk or opportunity	Sector specific guidance	Outsourcing	Employee engagement	Intended Use and Users	Include in inventory?	Primary reason for decision to include or exclude
Toitū carbon programme boundary sources:									
a) All Category 1 and 2 emissions	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Include	Intended Use and Users
b) Category 3 emissions associated with business travel and freight paid for by the organisation	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Include	Intended Use and Users
c) Category 4 emissions associated with waste disposed of by the organisation, and transmissions and distribution of electricity and natural gas, where appropriate	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Include	Intended Use and Users
d) any Sector specific mandatory emissions sources as outlined by the Programme	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Include	Intended Use and Users
Sources beyond the Toitū carbon programme boundary:									
Subs	Moderate (1-5% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria

Emissions source	Magnitude	Level of influence	Risk or opportunity	Sector specific guidance	Outsourcing	Employee engagement	Intended Use and Users	Include in inventory?	Primary reason for decision to include or exclude
Insurance	De minimis (<1% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
Consultancy	Moderate (1-5% of estimated total)	Moderate	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
Marketing & campaign development	Significant (>5% of estimated total)	Moderate	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
Rent	Moderate (1-5% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
R & M	Significant (>5% of estimated total)	Moderate	New business model opportunity	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
Telephone	De minimis (<1% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria
Legal	De minimis (<1% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria

Emissions source	Magnitude	Level of influence	Risk or opportunity	Sector specific guidance	Outsourcing	Employee engagement	Intended Use and Users	Include in inventory?	Primary reason for decision to include or exclude
Packaging	Moderate (1-5% of estimated total)	Moderate	Opportunities	n/a	Yes	Yes	No	Exclude	Risk or opportunity
Protective clothing	Moderate (1-5% of estimated total)	Low	None identified	n/a	Yes	No	No	Exclude	Irrelevant to most criteria

APPENDIX 3: CERTIFICATION MARK USE

The Toitū mark has been used in our digital and print catalogues.

APPENDIX 4: REFERENCES

International Organization for Standardization, 2018. ISO 14064-1:2018. Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals. ISO: Geneva, Switzerland.

World Resources Institute and World Business Council for Sustainable Development, 2004 (revised). The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard. WBCSD: Geneva, Switzerland.

World Resources Institute and World Business Council for Sustainable Development, 2015 (revised). The Greenhouse Gas Protocol: Scope 2 Guidance. An amendment to the GHG Protocol Corporate Standard. WBCSD: Geneva, Switzerland.

APPENDIX 5: REPORTING INDEX

This report template aligns with ISO 14064-1:2018 and meet Toitū carbonreduce programme Organisation Technical Requirements. The following table cross references the requirements against the relevant section(s) of this report.

Section of this report	ISO 14064-1:2018 clause	Organisational Technical Requirement rule
Cover page	9.3.1 b, c, r 9.3.2 d,	TR8.2, TR8.3
Availability	9.2 g	
Chapter 1: Emissions Inventory Report		
1.1. Introduction	9.3.2 a	
1.2. Emissions inventory results	9.3.1 f, h, j 9.3.3	TR4.14, TR4.16, TR4.17
1.3. Organisational context	9.3.1 a	
1.3.1. Organisation description	9.3.1 a	
1.3.2. Statement of intent		TR4.2
1.3.3. Person responsible	9.3.1 b	
1.3.4. Reporting period	9.3.1 l	TR5.1, TR5.8
1.3.5. Organisational boundary and consolidation approach	9.3.1.d	TR4.3, TR4.5, TR4.7, TR4.11
1.3.6. Excluded business units		
Chapter 2: Emissions Management and Reduction Report		
2.1. Emissions reduction results	9.3.1 f, h, j, k 9.3.2 j, k	TR4.14, TR6.18
2.2. Significant emissions sources		
2.3. Emissions reduction targets		TR6.1, TR6.2, TR6.4, TR6.6, TR6.8,
2.4. Emissions reduction projects	9.3.2 b	TR6.8, TR6.11, TR6.12, TR6.13, TR6.14, TR6.15
2.5. Staff engagement		TR6.1, TR6.9
2.6. Key performance indicators		TR6.19
2.7. Monitoring and reporting	9.3.2 h	TR6.2
Appendix 1: Detailed greenhouse gas inventory	9.3.1 f, g	TR4.9, TR4.15
A1.1 Reporting boundaries		
A1.1.1 Emission source identification method and significance criteria	9.3.1 e	TR4.12, TR4.13
A1.1.2 Included emissions sources and activity data collection	9.3.1 p, q 9.3.2 i	TR5.4, TR5.6, TR5.17, TR5.18,
A1.1.3 Excluded emissions sources and sinks	9.3.1 i	TR5.21, TR5.22, TR5.23
A1.2 Quantified inventory of emissions and removals		
A1.2.1 Calculation methodology	9.3.1 m, n, o, t	
A1.2.2 Historical recalculations		
A1.2.3 GHG Storage and liabilities		
A1.2.3.1 GHG stocks held on site		TR4.18
A1.2.3.2 Land-use liabilities	9.3.3.	TR4.19

A1.2.4 Supplementary results		
A1.2.4.1 Carbon credits and offsets	9.3.3.3	
A1.2.4.2 Purchased or developed reduction or removal enhancement projects	9.3.2 c	
A1.2.4.3 Double counting and double offsetting		
Appendix 2: Significance criteria used	9.3.1.e	TR4.12
Appendix 3: Certification mark use		TR3.6
Appendix 4: References		
Appendix 5: Reporting index		