



PUBLIC DISCLOSURE STATEMENT

URBIS LTD


**ORGANISATION CERTIFICATION
FY2024-25**

Australian Government
Climate Active
Public Disclosure Statement



An Australian Government Initiative



NAME OF CERTIFIED ENTITY	Urbis Ltd
REPORTING PERIOD	Financial year 1 July 2024 – 30 June 2025 Arrears report
DECLARATION	<p><i>To the best of my knowledge, the information provided in this public disclosure statement is true and correct and meets the requirements of the Climate Active Carbon Neutral Standard.</i></p>  <p>Benjamin Pollack Urbis CEO 14 November 2025</p>



Australian Government
**Department of Climate Change, Energy,
the Environment and Water**

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Version 10.



1. CERTIFICATION SUMMARY

TOTAL EMISSIONS OFFSET	2,705.80 t CO ₂ -e
CARBON OFFSETS USED	13% ACCUs, 7% VERs, 80% VCUs
RENEWABLE ELECTRICITY	94.38 %
CARBON ACCOUNT	Prepared by: Heidi Fog, Carbon Neutral Pty Ltd
TECHNICAL ASSESSMENT	Date 18 November 2025 Organisation: Heidi Fog, Carbon Neutral Pty Ltd Next technical assessment due: FY2027-28

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2. CERTIFICATION INFORMATION

Description of organisation certification

The Climate Active Carbon Neutral certification covers the Australian business operations of Urbis, ABN 50 105 256 228. The operational boundary of the carbon account has been defined based on the operational control approach. Urbis' products and services are not included on this certification.

This Public Disclosure Statement represents the reporting period 1 July 2024 to 30 June 2025 (FY2024-25) and Urbis' fourth year as a Climate Active carbon neutral certified organisation.

The carbon account has been prepared in accordance with the Climate Active Carbon Neutral Standard for Organisations. This entails using recognised emission factors and methods for carbon accounting published in Australia, such as the National Greenhouse Accounts (NGA) Factors, and the work of the international corporate accounting and reporting standard The Greenhouse Gas Protocol.

The greenhouse gasses included in the carbon account are the seven gasses reported under the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). These gases are expressed in carbon dioxide equivalents (CO₂-e), providing the ability to present greenhouse gas emissions as one unit.

Organisation description

Urbis, a global urban consultancy, is committed to shaping cities and communities for a brighter future. As trusted strategic advisors to government and key decision makers, we leverage our network of brilliant minds to provide expertise in planning, design, heritage, policy, valuations, transactions, economics, strategy, and research. We're not just consultants, we're partners in creating sustainable social, built, and natural environments.

Urbis Ltd (ABN 50 105 256 228, ACN 105 256 228) was registered on 25 June 2003, although the business practice originated in 1963. Urbis Ltd trades in Australia as 'Urbis'. Other business names Urbis Ltd holds in Australia include:

Legal entity name	ABN	ACN
Urbis Services Pty Ltd	ABN 24 105 273 505	105 273 505
Urbis Valuations Pty Ltd	ABN 28 105 273 523	105 273 523
Urbis Investment Management Pty Ltd	ABN 29 631 758 677	631 758 677
Urbis QLD Pty Ltd	ABN 94 105 273 489	105 273 489
Urbis Policy Pty Ltd	ABN 53 655 456 518	655 456 518
Urbis Property Services Pty Ltd	ABN 63 007 375 082	007 375 082

The following Urbis entities excluded from this certification include:

Legal entity name	ABN	ACN
Cistri Pty Ltd	ABN 96 105 273 498	105 273 498
Cistri PTE. LTD (Singapore)	UEN 201615528K	
CISTRİ (GROUP) PTE. LTD (Singapore)	UEN 201814471N	
CISTRİ LIMITED (Hong Kong)	No. 1734020	

Urbis employs approximately 850 people across Australia. We lease offices in the following locations:

- Banksmeadow (Unit 37/45 Green Street, NSW 2019)
- Brisbane (Level 31 and level 32, 300 George Street, Brisbane QLD 4000)
- Geelong (8 James Street, Geelong VIC 3220)
- Gold Coast (Level 2, 64 Marine Parade, Southport QLD 4215)
- Melbourne (Olderfleet, Level 10, level 11 and level 12, 477 Collins Street, Melbourne VIC 3000)
- Parramatta (Level 7, 6 Hassal Street, Parramatta NSW 2150)
- Perth (Level 8, 1 William Street, Perth WA 6000)
- Sydney (Angel Place, Level 8 and level 9, 123 Pitt Street, Sydney NSW 2000).

Note: *Urbis Ltd does not use the trading names Urbis Property Advisers or Urbis Property Consultants (ABN 50 105 256 228). As such, they are not relevant to this certification.*

3.EMISSIONS BOUNDARY

Inside the emissions boundary

All emission sources listed in the emissions boundary are part of the carbon neutral claim.

Quantified emissions have been assessed as relevant and are quantified in the carbon inventory. This may include emissions that are not identified as arising due to the operations of the certified entity, however are **optionally included**.

Non-quantified emissions have been assessed as relevant and are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. All material emissions are accounted for through an uplift factor. Further detail is available at Appendix C.

Outside the emissions boundary

Excluded emissions are those that have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary or are outside of the scope of the certification. These emissions are not part of the carbon neutral claim. Further detail is available at Appendix D.

Inside emissions boundary

Quantified

Accommodation and facilities
Cleaning and chemicals
Climate Active carbon neutral products and services
Electricity
Food
ICT services and equipment
Machinery and vehicles
Office equipment and supplies
Postage, courier and freight
Professional Services
Refrigerants
Stationary energy (gaseous fuels)
Transport (Air)
Transport (Land and Sea)
Waste
Water
Working from home

Non-quantified

N/a

Outside emission boundary

Excluded

N/a

4. EMISSIONS REDUCTIONS

Emissions reduction strategy

Urbis is committed to reduce our FY22 carbon footprint by at least 25%, evident when our Climate Active FY29 carbon account is produced and submitted to Climate Active by 31 October 2029. Urbis commits to working in partnership with our clients, partners and staff to ensure decisions are made through an environmental lens and we strive towards a more sustainable future.

Across our business, we are implementing a range of actions to improve the sustainability of our energy use and carbon profile, procurement practices, resource use and waste management.

We pledge to action by **July 2026**:

1. Continue to lobby Building Management in our Perth location to make the switch to **100% renewable electricity**. All other offices have transitioned to renewable energy sources seeing a reduction of 100% in Urbis' Scope 2 electricity emissions.
2. Continue to educate all Urbis staff on and monitor progress against our **Green Travel plan** which involves a range of initiatives to reduce emissions associated with business travel and staff commuting.
3. Continue to **reduce our need for offsite paper archiving** with a target to having no offsite facility storage requirements by end of FY2026-27 and being wholly digital. Based on our FY23 carbon account, we have reduced emissions from 27.16tCO₂-e to 10.85tCO₂-e in FY25.
4. **Maintain controls on non-client related air travel**, using FY23 as the baseline. All air travel under 400km will be avoided as company policy unless business-critical.
5. **Adopt a Climate Conscious Procurement Policy**
 - Require sighting of a supplier's Sustainability Policy before contract negotiation.
 - Allocate preference to providers with Climate Active certified carbon neutral products or services.
 - Prioritise future office locations without natural gas connections and with low base building energy consumption.
 - Purchase only whitegoods with the highest energy rating; avoid glass-door fridges and vending machines due to inefficiency.
6. **Strengthen awareness and commitment** among colleagues, clients, and suppliers to support carbon reduction strategies.
7. **Undertake a detailed review** of our Scope 3 supply chain emissions and identify practical, measurable strategies to reduce supply chain impacts.

8. **Maintain Climate Active Certification** and uphold our status as a Climate Active carbon neutral certified organisation.

Emissions reduction actions

We have embedded a range of emissions reduction measures into our everyday operations, delivering tangible results across energy, travel, procurement, and waste.

- **Renewable Electricity Transition**
All offices with the exception of Perth have transitioned to renewable energy sources seeing a reduction of 100% in Urbis' Scope 2 electricity emissions.
- **Environmental Sustainability Policy**
Introduced an organisation-wide policy to guide decision-making and embed sustainability principles across all operations.
- **Green Travel Plan**
Analysed staff travel survey data and developed a plan to reduce emissions from commuting and business travel, supported by targeted initiatives.
- **Reduced Refrigeration Needs**
Removed vending machines from Brisbane and Melbourne offices, lowering energy use and refrigeration-related emissions.
- **Green Building Measures**
Upgraded premises in Brisbane, Gold Coast, Melbourne, Perth, and Parramatta with low-energy lighting and motion sensors to reduce electricity consumption.
- **Low-Emission Rideshare**
Implemented Uber Green as the preferred fleet, providing hybrid and electric vehicle options for business travel.
- **E-Bike and E-Vehicle Program**
Rolled out a salary sacrifice program to encourage uptake of low-emission transport options among staff.
- **Paper-Light Operations**
Issued laptops to all staff (except a small number of design roles), significantly reducing paper consumption.
- **Laptop Lifecycle Management**
Partnered with Blue Connections to ensure secure return, remarketing, or recycling of laptops at end-of-life.
- **Carbon Neutral Laptop Procurement**
Negotiated with Lenovo to offset the full lifecycle emissions of 575 laptops purchased in FY2022–

23 through their carbon neutral program. While credits were retired, these offsets are not excluded from our Climate Active account as Lenovo's products are not Climate Active certified.

- **Expanded Waste Streams**

Moved from a two-stream to a four-stream waste system, adding specialist recycling for coffee cups, mobile parts, batteries, and coffee pods in most offices.

- **Reduced Single-Use Catering Items**

Worked with catering suppliers to minimise single-use serving equipment.

- **Furniture Reuse**

Reused all workstations and chairs from the old Parramatta office in the new fit-out and the Gold Coast office retro-fit, avoiding landfill.

- **Digital Archiving**

Significantly reduced offsite paper archiving by destroying outdated files and ensuring all new files are digitally stored.

5. EMISSIONS SUMMARY

Emissions over time

Emissions since base year			
		Total t CO ₂ -e (without uplift)	Total t CO ₂ -e (with uplift)
Base Year / Year 1:	2021-22	2,856.68	2,856.68
Year 2:	2022-23	2,778.08	2,778.08
Year 3:	2023-24	2,987.09	2,987.09
Year 4	2024-25	2,705.80	2,705.80

Significant changes in emissions

Significant changes in emissions			
Emission source	Previous year emissions (t CO ₂ -e)	Current year emissions (t CO ₂ -e)	Reason for change
Computer and technical services	514.33	750.32	The increase in Computer and technical services reflects a 14.46% rise in the emissions factor between FY24 and FY25, alongside a 27.44% growth in activity over the same period. This growth is driven by a larger software user base, expanded licensing, greater investment in data subscriptions, and the introduction of new digital platforms.

Use of Climate Active carbon neutral products, services, buildings or precincts

Certified brand name	Product/Service/Building/Precinct used
Origin Go Zero Electricity	Electricity product

Emissions summary

The electricity summary is available in Appendix B. Electricity emissions were calculated using a market-based approach.

Emission category	Scope 1 emissions (t CO ₂ -e)	Scope 2 emissions (t CO ₂ -e)	Scope 3 emissions (t CO ₂ -e)	Total emissions (t CO ₂ -e)
Accommodation and facilities	0.00	0.00	39.41	39.41
Cleaning and Chemicals	0.00	0.00	42.88	42.88
Climate Active carbon neutral products and services	0.00	0.00	0.00	0.00
Electricity	0.00	0.00	0.00	0.00
Food	0.00	0.00	42.57	42.57
ICT services and equipment	0.00	0.00	910.98	910.98
Machinery and vehicles	0.00	0.00	19.52	19.52
Office equipment & supplies	0.00	0.00	10.46	10.46
Postage, courier and freight	0.00	0.00	13.70	13.70
Professional Services	0.00	0.00	699.56	699.56
Refrigerants	0.00	0.00	0.00	0.00
Stationary Energy (gaseous fuels)	20.05	0.00	3.02	23.07
Transport (Air)	0.00	0.00	315.60	315.60
Transport (Land and Sea)	9.40	0.00	398.17	407.58
Waste	0.00	0.00	24.48	24.48
Water	0.00	0.00	13.05	13.05
Working from home	0.00	0.00	142.95	142.95
Total emissions (t CO₂-e)	29.45	0.00	2,676.34	2,705.80
<i>Figures may not sum to total due to rounding.</i>				

Uplift factors

An uplift factor is an upwards adjustment to the total carbon inventory to account for relevant emissions that cannot be reasonably quantified or estimated. This conservative accounting approach helps ensure the integrity of the carbon neutral claim.

Reason for uplift factor	t CO ₂ -e
Not applicable	
Total of all uplift factors (t CO ₂ -e)	0.00
Total emissions footprint to offset (t CO₂-e) <i>(total emissions from summary table + total of all uplift factors)</i>	2,705.80

6. CARBON OFFSETS

Eligible offsets retirement summary

Offsets retired for Climate Active certification

Type of offset unit	Quantity used for this reporting period	Percentage of total units used
Australian Carbon Credit Units (ACCUs)	350	13%
Verified Emissions Reductions (VERs)	180	7%
Verified Carbon Units (VCUs)	2,176	80%

Project name	Type of offset unit	Registry	Date retired	Serial number	Vintage	Total quantity retired	Quantity used in previous reporting periods	Quantity banked for future reporting periods	Quantity used for this reporting period	Percentage of total used this reporting period
Warriup Project	ACCU	ANREU	17/11/2025	9,031,789,702-9,031,790,051	2024-25	350	0	0	350	13%
Rimba Raya Biodiversity Reserve Project	VCU	Verra	17/11/2025	<u>9900-157218319-157220494-VCS-VCU-263-VER-ID-14-674-01012018-31122018-1</u>	2018	2,176	0	0	2,176	80%
GS1247 VPA 141 Lango Safe Water Project	VER	Gold Standard Impact Registry	17/11/2025	<u>GS1-1-UG-GS6351-16-2022-26469-2018-2197</u>	2022	180	0	0	180	7%
Offset Totals:						2,706	0	0	2,706	100.00%

Co-benefits

ACCUs: Warriup Project

The Warriup property is a 913-hectare permanent eucalypt forest located in the Wellstead Locale, 60 kilometres northeast of Albany, Western Australia. Positioned within the globally recognised Gondwana Link corridor, Warriup connects with the Green Range and Tinkelelup Nature Reserves—areas known for rich biodiversity and home to endemic and threatened species, including reports of quokka populations.

This project serves multiple critical functions: high-yield carbon sequestration, biodiversity restoration, cultural renewal, and the protection of significant freshwater systems. Through a long-term partnership between Carbon Neutral and Gondwana Link, the Warriup site sequesters carbon by transitioning a plantation forest to a permanent forest.

The annual emission reduction is estimated at 7,560 tonnes of CO₂-e over the 2024-2049 project lifetime.

VCUs: Rimba Raya Biodiversity Reserve Project

The Rimba Raya Biodiversity Reserve Project is located in Central Kalimantan, Indonesian Borneo, protecting 65,000 hectares of tropical peat swamp forest, which is home to a rich array of species including the endangered orangutan. The emission reduction is estimated at 127,330,645 tonnes of CO₂-e over the project lifetime.

This project delivers on all 17 of the United Nations' Sustainable Development Goals:



VERs: GS1247 VPA 139 Lango Safe Water Project (GS6349)

The Ugandan Safe Water project in Lango has grown to become the world's first carbon project to be successfully certified under the Gold Standard's Gender Equality Framework within its Gold Standard for the Global Goals.

The project has successfully demonstrated that it is being run in a gender-sensitive way and that it delivers positive impacts to women. Communities are supported with access to safe water through the rehabilitation of hand-powered boreholes. The project is implemented by a Ugandan project team that works closely with the country's Ministry of Water and Environment to supply 117,964,350 litres of water annually. The project's expected emission reduction is estimated at 51,000 t CO₂-e

The outcomes of this initiative have been created to align with the following United Nations Sustainability Development Goals:



7. RENEWABLE ENERGY CERTIFICATE (REC) SUMMARY

Renewable Energy Certificate (REC) summary

Not applicable.

APPENDIX A: ADDITIONAL INFORMATION

N/a

APPENDIX B: ELECTRICITY SUMMARY

There are two international best-practice methods for calculating electricity emissions – the location-based method and the market-based method. Reporting electricity emissions under both methods is called dual reporting.

Dual reporting of electricity emissions is useful, as it provides different perspectives of the emissions associated with a business's electricity usage.

Location-based method:

The location-based method provides a picture of a business's electricity emissions in the context of its location, and the emissions intensity of the electricity grid it relies on. It reflects the average emissions intensity of the electricity grid in the location (State) in which energy consumption occurs. The location-based method does not allow for any claims of renewable electricity from grid-imported electricity usage.

Market-based method:

The market-based method provides a picture of a business's electricity emissions in the context of its renewable energy investments. It reflects the emissions intensity of different electricity products, markets and investments. It uses a residual mix factor (RMF) to allow for unique claims on the zero emissions attribute of renewables without double-counting.

For this certification, electricity emissions have been set by using the **market-based approach**.

Market-based approach summary			
Market-based approach	Activity Data (kWh)	Emissions (kg CO ₂ -e)	Renewable percentage of total
Behind the meter consumption of renewable electricity generated	0	0	0%
Total non-grid renewable electricity	0	0	0%
LGC Purchased and retired (kWh) (including PPAs)	0	0	0%
GreenPower	1,002,271	0	78%
Climate Active precinct/building (voluntary renewables)	0	0	0%
Precinct/Building (LRET)	0	0	0%
Precinct/Building jurisdictional renewables (LGCS surrendered)	0	0	0%
Electricity products (voluntary renewables)	0	0	0%
Electricity products (LRET)	0	0	0%
Electricity products jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LGCs surrendered)	0	0	0%
Jurisdictional renewables (LRET) (applied to ACT grid electricity)	0	0	0%
Large Scale Renewable Energy Target (applied to grid electricity only)	217,530	0	17%
Residual Electricity	72,614	66,805	0%
Total renewable electricity (grid + non grid)	1,219,800	0	94%
Total grid electricity	1,292,415	66,805	94%
Total electricity (grid + non grid)	1,292,415	66,805	94%
Percentage of residual electricity consumption under operational control	58%		
Residual electricity consumption under operational control	41,797	38,453	
Scope 2	36,799	33,855	
Scope 3 (includes T&D emissions from consumption under operational control)	4,997	4,598	
Residual electricity consumption not under operational control	30,818	28,352	
Scope 3	30,818	28,352	

Total renewables (grid and non-grid)	94.38%
Mandatory	16.83%
Voluntary	77.55%
Behind the meter	0.00%
Residual scope 2 emissions (t CO₂-e)	33.86
Residual scope 3 emissions (t CO₂-e)	32.95
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	0.00
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	0.00
Total emissions liability (t CO₂-e)	0.00

Figures may not sum to total due to rounding. Renewable percentage can be above 100%

Location-based approach summary						
Location-based approach	Activity Data (kWh) total	Under operational control			Not under operational control	
Percentage of grid electricity consumption under operational control	58%	(kWh)	Scope 2 Emissions (kg CO ₂ -e)	Scope 3 Emissions (kg CO ₂ -e)	(kWh)	Scope 3 Emissions (kg CO ₂ -e)
NSW	568,083	329,488	217,462	13,180	238,595	167,017
VIC	390,099	226,257	174,218	20,363	163,842	140,904
QLD	243,694	141,342	100,353	14,134	102,351	82,905
WA	90,539	52,513	26,781	3,151	38,026	21,675
Grid electricity (scope 2 and 3)	1,292,415	749,601	518,815	50,828	542,814	412,500
NSW	0	0	0	0		
VIC	0	0	0	0		
QLD	0	0	0	0		
WA	0	0	0	0		
Non-grid electricity (behind the meter)	0	0	0	0		
Total electricity (grid + non grid)	1,292,415					

Residual scope 2 emissions (t CO₂-e)	518.81
Residual scope 3 emissions (t CO₂-e)	463.33
Scope 2 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	475.56
Scope 3 emissions liability (adjusted for already offset carbon neutral electricity) (t CO₂-e)	423.28
Total emissions liability	898.84

Operations in Climate Active buildings and precincts

Operations in Climate Active buildings and precincts	Electricity consumed in Climate Active certified building/precinct (kWh)	Emissions (kg CO ₂ -e)
Not applicable	0	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their building or precinct certification. This electricity consumption is also included in the market-based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the building/precinct under the market-based method is outlined as such in the market-based summary table.</i>		

Climate Active carbon neutral electricity products

Climate Active carbon neutral electricity product used	Electricity claimed from Climate Active electricity products (kWh)	Emissions (kg CO ₂ -e)
Origin Go Zero Electricity	96,868	0
<i>Climate Active carbon neutral electricity is not renewable electricity. These electricity emissions have been offset by another Climate Active member through their electricity product certification. This electricity consumption is also included in the market-based and location-based summary tables. Any electricity that has been sourced as renewable electricity by the electricity product under the market-based method is outlined as such in the market-based summary table.</i>		

APPENDIX C: INSIDE EMISSIONS BOUNDARY

Non-quantified emission sources

The following emissions sources have been assessed as relevant, are captured within the emissions boundary, but are not measured (quantified) in the carbon inventory. They have been non-quantified due to one of the following reasons:

1. **Immaterial** <1% for individual items and no more than 5% collectively
2. **Cost effective** Quantification is not cost effective relative to the size of the emission but uplift applied.
3. **Data unavailable** Data is unavailable but uplift applied. A data management plan must be put in place to provide data within 5 years.
4. **Maintenance** Initial emissions non-quantified but repairs and replacements quantified.

Relevant non-quantified emission sources	Justification reason
Not applicable	

Data management plan for non-quantified sources

There are no non-quantified sources in the emission boundary that require a data management plan.

APPENDIX D: OUTSIDE EMISSIONS BOUNDARY

Excluded emission sources

The below emission sources have been assessed as not relevant to an organisation's operations and are outside of its emissions boundary. These emissions are not part of the carbon neutral claim. Emission sources considered for relevance must be included within the certification boundary if they meet two of the five relevance criteria. Those which only meet one condition of the relevance test can be excluded from the certification boundary.

Emissions tested for relevance are detailed below against each of the following criteria:

1. **Size:** The emissions from a particular source are likely to be large relative to the organisation's electricity, stationary energy and fuel emissions
2. **Influence:** The responsible entity has the potential to influence the reduction of emissions from a particular source.
3. **Risk:** The emissions from a particular source contribute to the organisation's greenhouse gas risk exposure.
4. **Stakeholders:** Key stakeholders deem the emissions from a particular source are relevant.
5. **Outsourcing:** The emissions are from outsourced activities previously undertaken within the organisation's boundary, or from outsourced activities typically undertaken within the boundary for comparable organisations.

Excluded emissions sources summary

Emission sources tested for relevance	Size	Influence	Risk	Stakeholders	Outsourcing	Justification
Not applicable						



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