

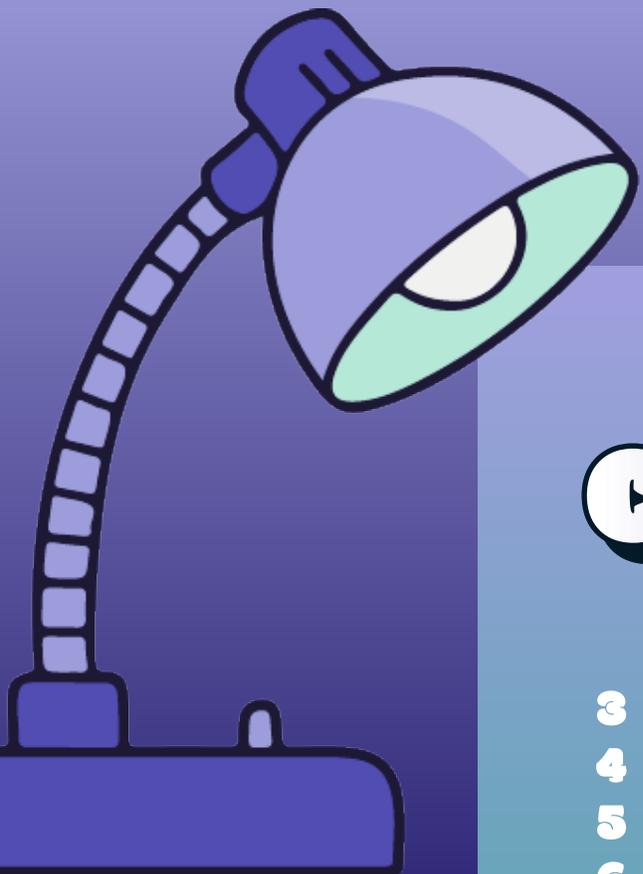


+ASSEMBLY

+ Impact

Report 2023





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Our Impact Statement



Purpose is core to our agency, and we're driven by a singular goal: to create lasting, positive change in the world. This commitment shapes every aspect of our work, guiding us to not only pursue excellence in our services and products but also to make meaningful contributions that extend beyond the confines of our business. By embedding this purpose into our core, we empower our team, inspire our stakeholders, and engage with our community in ways that transcend traditional boundaries.

Our impact is measured not just in the success of our projects or the growth of our company, but in the tangible improvements we make across the industry, in the lives of individuals like you, and the health of our planet. Through strategic partnerships, community engagement, and a relentless pursuit of innovation, we are dedicated to solving complex challenges and enhancing the well-being of society and the environment.

Our purpose is more than a mission statement; it is a promise to ourselves and the world. It compels us to act with integrity, strive for sustainability, and work tirelessly towards a future where our collective actions contribute to a more equitable, prosperous, and sustainable world for all.



✦ **Impact** is what you do **today** with a vision for **tomorrow**. It's a **commitment**, not a **campaign**.



Make Change

We are an Assembly of changemakers. We understand change and growth aren't easy concepts to live by, but we see opportunity in every challenge, and we take change head on.

We're intentional about everything we do. We iterate and experiment. We're dedicated to taking the steps, both big and small, to make change for the better – for ourselves, our colleagues, our clients, our business, and the world around us.



Ambitious



Creative



Resilient



Progressive



The term impact has a multitude of meanings for us as a business.

We are redefining Impact as an agency.

To us, the term impact has a multitude of meanings – there’s the impact we have on our clients through our products and partnerships, the impact we have on our people with our policies and community experiences, and the impact we have on the planet and society through our business. That’s why, as a company, we are transforming the way we see impact. Purpose is one of our agency’s four key pillars. It intentionally telegraphs our commitment to fostering inclusivity and sustainability across all aspects of our business and holds ourselves accountable to our actions.

Our agency’s continuous improvement framework enables us to make a tangible impact across all aspects of our business – even relative to our clients. This year, we made a lot of progress. We joined the National Minority Supplier Development Council (NMSDC) in the US and launched Partners for Progress, an inclusive investment initiative designed to directly support diverse-owned and operated businesses by collaborating with clients to infuse accountability and sustained investment across all aspects of the creative and media supply chain. We launched Clean Media Lab to explore and assess current

media decarbonization initiatives and identify pathways for maximum impact. Doubling down on our commitment to sustainability, we also joined Ad Net Zero in the US and the UK, with a particular focus on reducing Scope 3 emissions.

This upcoming year, we will submit our B Corp application for our Europe and APAC regions, collaborate with The Earthshot Prize and WeAre8 as part of our exciting new partnerships, and establish sustainability targets to reduce our global emissions.

Though we’ve made strides, our journey is far from over. Assembly remains committed to Finding the Change that Fuels Growth – extending our impact in 2024 and beyond.

- Rick Acampora, Global CEO





Our Impact Strategy

Our commitment to making a difference is defined by a distinct mission: fostering a community of changemakers by integrating purpose into the fabric of our organization. In our approach, we established six Impact goals, supported by tangible actions – all of which ladder up to two core pillars: Environment and Inclusivity.

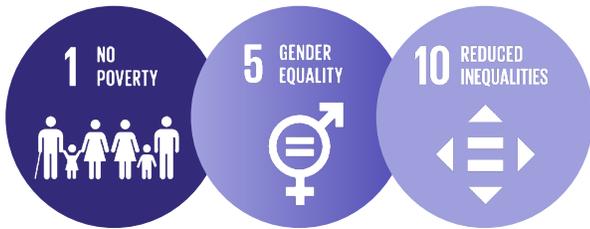
Vision

Find the change that fuels impact.

Mission

We're creating a community of changemakers that drive exponential positive impact for partners, communities, and each other.

Inclusivity



Environment



B CORP

Partners for progress
Volunteering/community investment
Charity partnerships

Carbon footprinting
EMS
Clean Media Lab

Volunteering
Community investment
Charity partnerships



A Snapshot of 2023

Launched **Clean Media Lab** JAN

Joined **Ad Net Zero US** FEB

Q1



MAR Launched **Partners for Progress** in the US

Joined **NMSDC**

Certified as a **Living Wage employer** in the UK

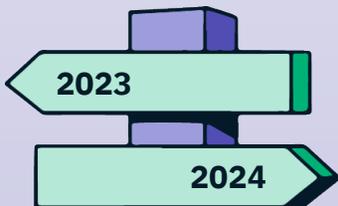
APR Completed first **GHG inventory**

Q2

Won **Patagonia** in Europe JUL

Partnered with **The Earthshot Prize** AUG

Q3



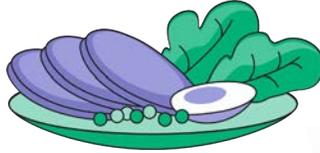
Q4

NOV Raised money for **Emirates Red Crescent**, which provides humanitarian aid to those affected by conflict

DEC Launch Partner for **WeAre8** in US
Assembly MENA attends **COP28**



Performance highlights

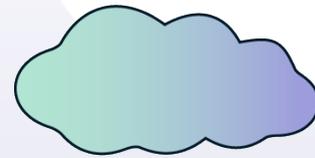


1442 meals

delivered across
MENA and APAC

**297.000
tons**

of carbon removed



Donated

\$114,750

to charities



803 hrs

of volunteering



Supported

34 charities



47,949 sq/m

of land area supported



Environment

Understanding our environmental impact is a key component of our sustainability strategy, and this year, we made significant progress. We calculated our global emissions for 2022, launched an Environmental Management System across North America, Europe, APAC, MENA, and India, and further developed our Clean Media Lab offering for clients.



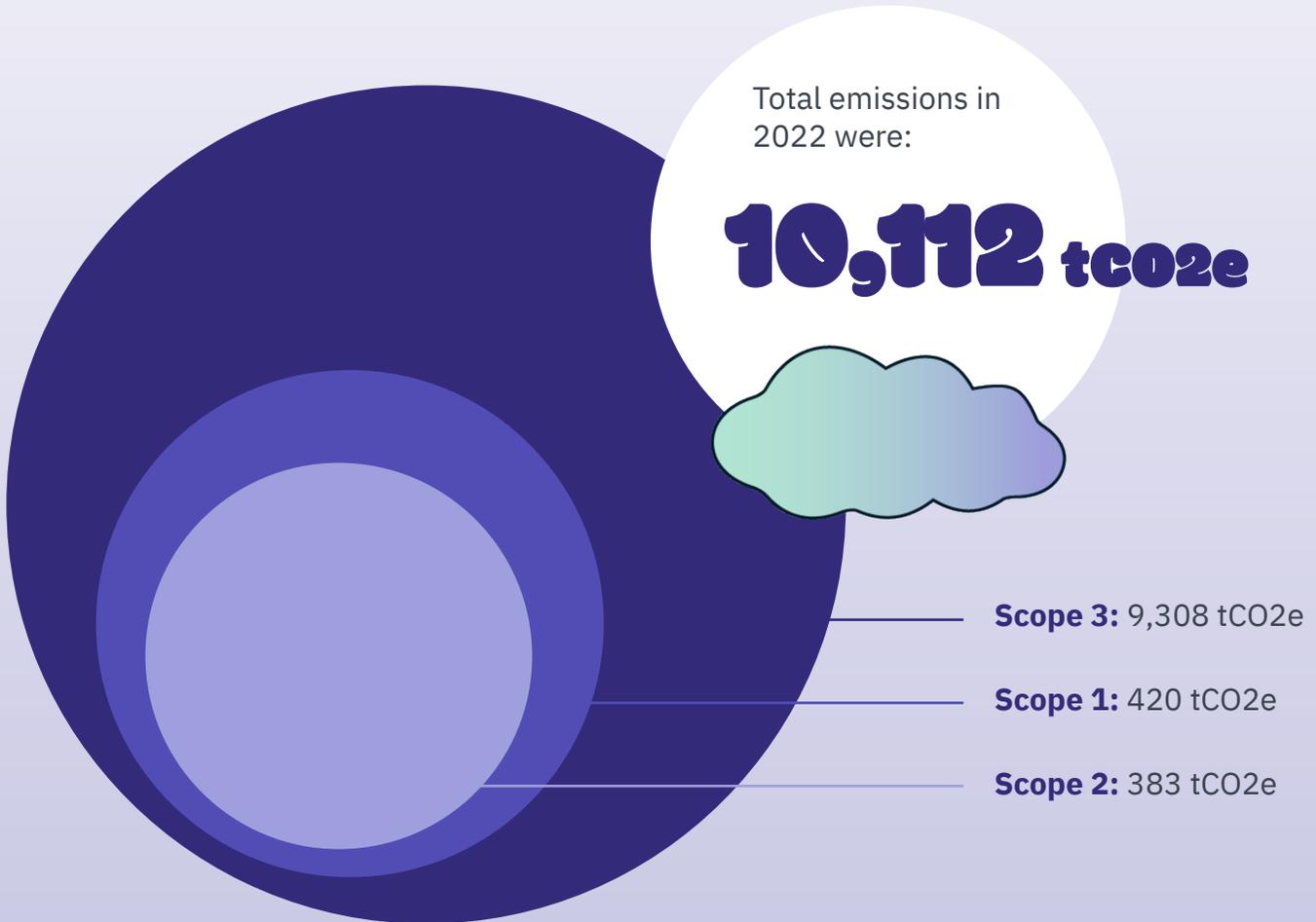


Global Carbon Emissions for 2022



Top 3 highest emitting categories	
Purchased Goods and Services	7,432 tCO ₂ e
Business Travel	712 tCO ₂ e
Employee Commuting	676 tCO ₂ e

Intensity metrics for scopes 1 & 2	
FTE	0.59 tCO ₂ e
Floorspace (m ²)	0.07 tCO ₂ e
Revenue (mil USD)	3.85 tCO ₂ e





Emissions for 2022 per Region



	Total emissions per region	Intensity FTE
North America	7,303 tCO2e	15.12 tCO2e
Europe	1,808 tCO2e	6.35 tCO2e
MENA	524 tCO2e	3.49 tCO2e
APAC	360 tCO2e	1.71 tCO2e
India	114 tCO2e	0.50 tCO2e

	Highest emitting category per region
North America	Purchased Goods & Services (6,304 tCO2e)
Europe	Purchased Goods & Services (1,012 tCO2e)
MENA	Employee Commuting (391 tCO2e)
APAC	Business Travel (185 tCO2e)
India	Employee Commuting (47 tCO2e)



Environmental Management System

This year, we established a roadmap to manage our key environmental impact areas at the operational level. We developed an Environmental Management System (EMS) that covers Energy, Waste, and Water, with the goal to achieve a 5% year-over-year reduction in our baselined emissions. Below is an example of what this reduction looks like across our offices.



Data Assessment

Assess data gaps and identify ways of improvement



Baselining & Target Setting

Build out targets for energy, water, and waste – either a reduction from baseline or an improvement target



Monitor Data and Impact Levers

Upload data to tracking system to monitor progress
Identify and implement impact levers



Communicate and Report Progress

Send data/information request to landlords
Keep our community informed and engaged through quarterly updates and annual Impact Report



CLEAN MEDIA LAB

Clean Media Lab is our technology-powered media decarbonization solution. It's designed to help our clients assess the carbon footprint of their campaigns and take meaningful steps to minimize the environmental impact. The offering supports clients on their own sustainability journeys, many of whom have set net zero targets. We have already led market-defining work such as Nike's Move to Zero Campaign, with emphasis on both media decarbonization and carbon offsetting through solar projects and planting trees. Through Clean Media Lab, we can do more for more clients, while making a positive and lasting impact on the world we live in, and we're excited about the opportunity to do so.



We use robust methodology to

Find

the carbon emissions from a campaign



Planning recommendations and considerations will

Change

the way the campaign is executed

Clients can

Grow

towards business and sustainability KPIs





Inclusivity

Understanding how we benefit communities is crucial for operating as an inclusive business. This encompasses the partners we collaborate with, the audiences they engage, the charities we support, and the opportunities we provide for our people to give back.





What do we mean by impactful work?



We believe that impact lies in action and outcomes. It's a commitment, not a campaign. The development and implementation of initiatives like Partners for Progress and Clean Media Lab highlight the importance of how Purpose and Profit work together.

Doing good in business is good for business.

The programs come to life across the 4Ps Framework in how we serve our people, develop products/solutions, and partner with the larger media, marketing and global community. They create a pathway for us to educate, communicate and action our beliefs in a way that is transparent and accountable.

Change takes time, but together as Assembly, we show up to demonstrate our commitment through these programs. The actions we take in leadership, with one another, and with our clients will focus on the sustainable impact of all business and our world.

- **Shannon Pruitt**, *Global Chief Content & Partnership Innovation Officer, Stagwell Brand Performance Network*





In 2023, we officially launched Partners for Progress, our inclusive investment program designed to directly support diverse-owned and operated businesses and infuse accountability and sustained investment across all aspects of the creative and media supply chain.

Four Principles Of Partners For Progress:

01.



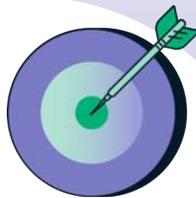
Invest in diverse-owned and operated businesses during the strategic growth planning and investment process.

02.



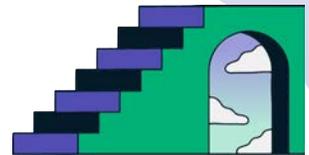
Commit to our clients, underrepresented communities, our people, and the industry.

03.



Intersect business outcomes, strategic stewardship, audience development, investment protocols, and measurement outcomes.

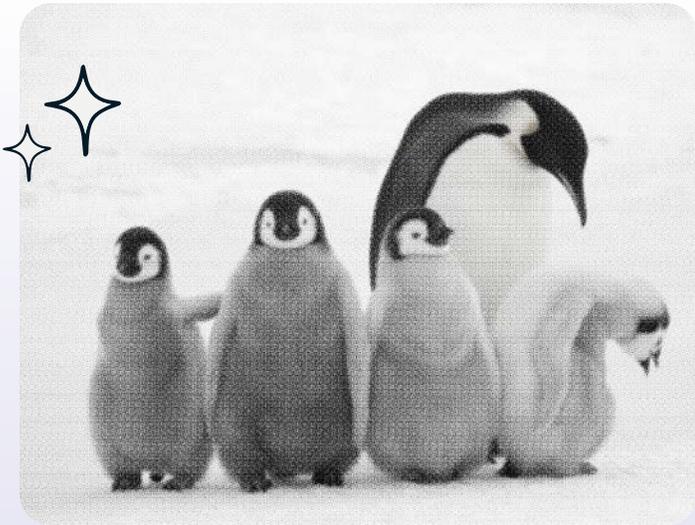
04.



Bridge short- and long-term outcomes for our clients by connecting DEI with growth and brand.



Creating Impact for our Not-for-Profit clients



For nearly two decades, we have collaborated with WWF, concentrating on the acquisition of new donors for their program. Over the past year, this partnership has resulted in more than \$88,000 in donations and has raised \$3.7 million to aid in wilderness preservation and minimizing human environmental impact.



Over the last five years, our efforts to enhance new donor acquisition have successfully raised over \$26.4 million. These funds have been pivotal in enhancing the lives of individuals with cancer and their families through advocacy, research, and patient support. Our work aims to ensure that everyone has the opportunity to prevent, detect, treat, and survive cancer.





How we measure our community impact

We assess community impact using five key metrics, enabling us to gauge our broader societal influence.



Monetary Donations

Money spent on donations, matched giving, and cause related donations



Employee Time for Volunteering

Completed during company time, according to average day rate



In-kind Donations

Products, services and facilities valued at cost to the company; e.g. lending office space



Operational Budget

Management costs associated with running community investment programs



WeAre8

Assembly partners with WeAre8 to Revolutionize Digital Advertising with Purpose-Driven Platform

We've partnered with WeAre8, the new social platform that puts people, the planet, and charities at the heart of economics. This revolutionary digital advertising platform empowers brands to drive purpose-led campaigns without sacrificing performance. WeAre8 redistributes 60 cents from every advertising dollar back to users, charities, and climate change initiatives. Recent data from Scope3 highlight that WeAre8's advertising approach garners an impressive 67 times more attention per gram of carbon emitted compared to mainstream platforms like Instagram. This indicates a significant shift in user engagement preferences towards more socially responsible media.



We jumped at the opportunity to align ourselves with WeAre8 as the company shares our vision for a more sustainable future, and our collaboration demonstrates the power of advertising for social impact.

This initiative is not about having a competitive advantage in the industry; we believe that every company should be committed to social, environmental, and economic good, and we hope that others join us in our efforts.

At Assembly, we “Make Change,” and extending our impact through WeAre8 is just one of the ways we are doing that.”

- Bria Bryant, Global CMO





Community Impact

Europe Contributes to Community Well-being through Support for Local Farms

This year, we dedicated significant effort to support charities and not-for-profit organizations in our local communities through volunteer work. Our teams in Europe have focused on assisting community farms, which provide green spaces, educational opportunities, and well-being resources to their surrounding communities.



Volunteering was a really nice experience, especially to connect with colleagues across different teams outside of work. It was a **good team building opportunity** and felt good **giving back to the community** too!

– London Colleague



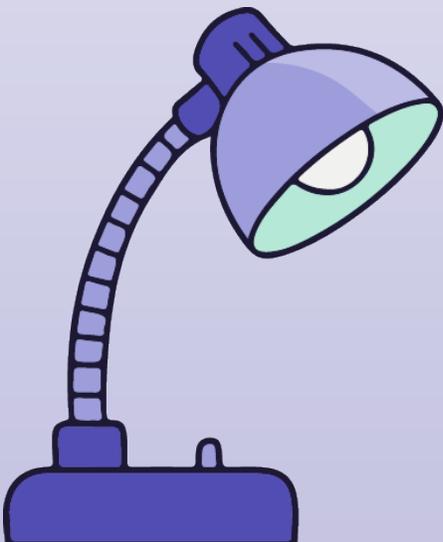
Community Impact

Our APAC team made a positive impact in their communities by volunteering at the HOPE Centre in Hong Kong and assisting senior citizens in Taipei.



Volunteering at HOPE centre in Hong Kong

Volunteering with Hondao Senior Citizens Foundation in Taipei.





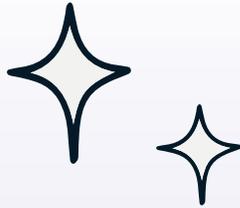
Providing humanitarian aid in MENA

Our MENA team provided Iftar meals in Dubai, and collected and donated humanitarian aid to the Emirates Red Crescent, which distributed the aid to those affected by conflict.

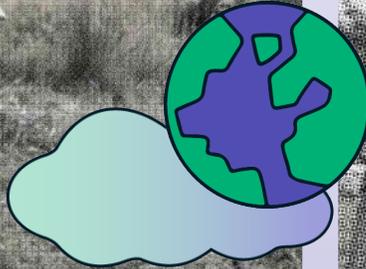


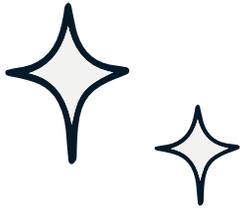


Making an Impact with Clients



In the UK, we teamed up with our client, Patagonia, and the The Conservation Volunteers, for a day of volunteering at the Greenwich Peninsula Ecology Park. This was more than just a day of planting trees and tending to gardens, it was also a celebration of our shared commitment to preserving our environment. This partnership reminds us of the impact we can make when we align the values of both client and agency.





2023

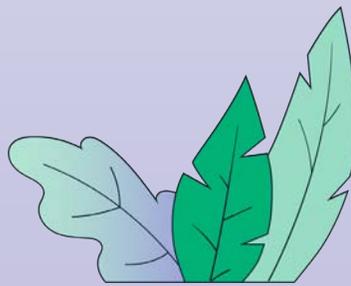
Our Impact Work is Capturing Attention



We received the distinction of **“Sustainability Standout” in the Campaign US Agency Performance Review**. This ranking was based on business performance, innovation, DE&I strategy, talent, culture, and more.



In addition, we were awarded the **‘Committed’ Badge by EcoVadis**, scoring well above industry benchmark across all four categories: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. For 2024, we have our sights set on the “Bronze Badge,” which, if achieved, would recognize Assembly as one of the top 35% of sustainability management systems worldwide.





2024

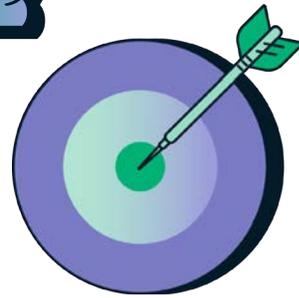
2024 will be a big year for Assembly. We have ambitious goals to achieve, all aimed at enhancing our sustainability proposition. As we continue to refine our understanding of our impact on the planet and society, we are focused on identifying and implementing measures to positively influence these areas.

01



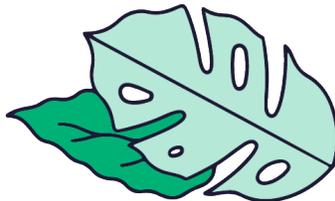
Submit B Corp applications for Europe and APAC.

02



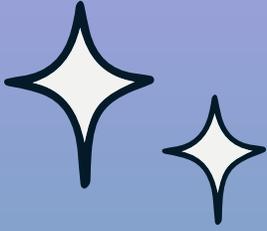
Set greenhouse emission reduction targets by June 2024.

03



Provide sustainability training to our people base.

Through these three key initiatives, we position ourselves to transform not only our operations, but also the way we collaborate internally and with our clients.

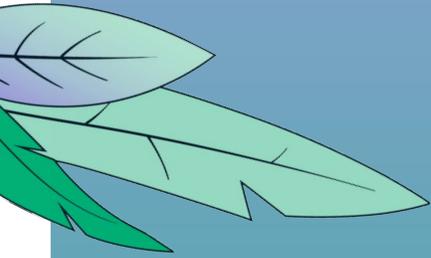


Thank you

To all our partners, clients, and people who helped us make an impact this year, we couldn't have done it without you! We look forward to achieving even more in 2024.



All Data





GHG Inventory Methodology



RouteZero methodology

Assembly worked with Anthesis to complete its GHG inventory. Anthesis's data collection platform RouteZero houses software which calculates emissions from activity data records. RouteZero applies the most appropriate emission factors, depending on the geography and date of the activity data record, from a database of emission factors. RouteZero software enables fast calculations and ensures consistently applied factors. Assembly Global's inventory used the emission factor sets listed below:

- Association of Issuing Bodies (AIB): Residual Mixes and European Attribute Mix
- UK Department for Business, Energy & Industrial Strategy (DEFRA): Greenhouse gas reporting: conversion factors
- UK Department for Business, Energy & Industrial Strategy (DEFRA): Table 13 - Indirect emissions from the supply chain - original data
- Ecoinvent: version 3.9
- Green-e: Residual Mix Emissions Rates
- International Energy Agency (IEA): Emission Factors
- Intergovernmental Panel on Climate Change (IPCC): Emission Factor Database (EFDB)
- US Environmental Protection Agency (EPA): Emission Factors Hub
- Energiföretagen: Environmental assessment of district heating



Unit conversions

RouteZero accept various units for each activity data record which are converted in the software to the unit of the applied emission factor.





Market and location-based calculations

RouteZero calculates both market-based and location-based calculations for each activity data record. Where the market-based method is not appropriate under the GHG Protocol, location-based factors are applied.

Fuel and energy related activities (FERA) calculations

RouteZero calculates FERA emissions for all appropriate activities under the GHG Protocol, these include electricity, fuel and purchased heating consumption in addition to business travel activities. These calculations are separated into transmission and distribution (T&D), well to tank (WTT) and transmission and distribution well to tank (T&D_WTT) sources.

Though RouteZero has the ability to calculate market based FERA, these calculations have not been used for Assembly Global's inventory in order to align with the GHG Protocol.

Spend based calculations

Spend based calculations in RouteZero use DEFRA environmentally extended input output factors applied to spend categorised into the relevant Standard industrial classification of economic activities (SIC) codes. This method was used to calculate all purchased goods and services and capital goods emissions.

Kyoto Protocol gases

Where emission factor sets provide separated Kyoto Protocol gas (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃) factors, RouteZero calculates emissions for each gas. These calculations have not been used for Assembly Global's inventory as a service-based company with no activities requiring this breakdown. All values are reported in CO₂e.





Data



Site Name	Site ID	Internal Floor Area (m ²)	Number of Employees (FTE)	Scope 1 & 2				
				Refrigerants	Fuel for Buildings	Electricity	RECs	Vehicle Fuel
Europe								
London	1111	2317.00	265	N/A	Actual	Actual	Actual	N/A
Manchester	1112	133.41	3	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Amsterdam	1113	9.14	1	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Hamburg	1114	33.96	3	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Milan	1115	15.07	2	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Paris	1116	38.00	10	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Barcelona	1117	57.5	1	N/A	Estimate (if applicable)	Estimate	N/A	N/A
North America								
New York	1118	4,042.77	211	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Baltimore	1119	366.50	29	N/A	Actual	Actual	N/A	N/A
Toronto	1110	N/A	50 - all WFH	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Columbia	2221	N/A	31 - all WFH	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Detroit	2223	640.10	68	N/A	Estimate (if applicable)	Estimate	N/A	N/A
Los Angeles	2224	487.74	66	Actual	Estimate (if applicable)	Estimate	N/A	N/A
New York	1118	4,042.77	211	N/A	Estimate (if applicable)	Estimate	N/A	N/A
APAC								
Hong Kong	2227	325.16	54	N/A	Estimate (if applicable)	Actual	N/A	N/A
Seoul	2228	208.60	47	N/A	Actual	Actual	N/A	N/A
Shanghai	2229	565.00	46	N/A	Estimate (if applicable)	Actual	N/A	N/A
Singapore	2210	499.01	43	N/A	Estimate (if applicable)	Actual	N/A	N/A
Taiwan	3331	29.25	11	N/A	Estimate (if applicable)	Actual	N/A	N/A
Tokyo	3332	15.54	10	N/A	Estimate (if applicable)	Actual	N/A	N/A
MENA								
Dubai	3333	929.00	105	N/A	Estimate (if applicable)	Actual	N/A	N/A
Egypt	3334	39.92	39	N/A	Estimate (if applicable)	Estimate	N/A	N/A
KSA	3336	40.37	6	N/A	Estimate (if applicable)	Estimate	N/A	N/A
India								
Bangalore	3337	840.00	228	Actual	Actual	Actual	N/A	N/A



Scope 3									
Site Name	Site ID	Internal Floor Area (m ²)	Number of Employees (FTE)	Waste	Water	PG&S	Business Travel	Commuting	Capital Goods
Europe									
London	1111	2317.00	265	Actual	Estimate	Actual	Actual	Actual	Actual
Manchester	1112	133.41	3	Estimate	Estimate	Actual	Actual	Actual	Actual
Amsterdam	1113	9.14	1	Estimate	Estimate	Actual	Actual	Estimate	Actual
Hamburg	1114	33.96	3	Estimate	Estimate	Actual	Actual	Actual	Actual
Milan	1115	15.07	2	Estimate	Estimate	Actual	Actual	Estimate	Actual
Paris	1116	38.00	10	Estimate	Estimate	Actual	Actual	Actual	Actual
Barcelona	1117	57.50	1	Estimate	Estimate	Actual	Actual	Estimate	Actual
North America									
New York	1118	4,042.77	211	Estimate	Estimate	Actual	Actual	Actual	N/A
Baltimore	1119	366.50	29	Estimate	Actual	Actual	Actual	Actual	N/A
Toronto	1110	N/A	50 - all WFH	Estimate	Estimate	Actual	Actual	WFH	N/A
Columbia	2221	N/A	31 - all WFH	Estimate	Estimate	Actual	Actual	WFH	N/A
Detroit	2223	640.10	68	Estimate	Estimate	Actual	Actual	Actual	N/A
Los Angeles	2224	487.74	66	Estimate	Estimate	Actual	Actual	Actual	N/A
Minneapolis	2225	450.39	28	Estimate	Estimate	Actual	Actual	Actual	N/A
APAC									
Hong Kong	2227	325.16	54	Actual	Actual	Actual	Actual	Actual	N/A
Seoul	2228	208.60	47	Actual	Actual	Actual	Actual	Actual	Actual
Shanghai	2229	565.00	46	Estimate	Actual	Actual	Actual	Actual	N/A
Singapore	2210	499.01	43	Estimate	Estimate	Actual	Actual	Actual	N/A
Taiwan	3331	29.25	11	Actual	Actual	Actual	Actual	Actual	N/A
Tokyo	3332	15.54	10	Estimate	Actual	Actual	Actual	Actual	N/A
MENA									
Dubai	3333	929.00	105	Estimate	Actual	Actual	Actual	Actual	N/A
Egypt	3334	39.92	39	Estimate	Estimate	Actual	Actual	Actual	N/A
KSA	3336	40.37	6	Estimate	Estimate	Actual	Actual	Actual	N/A
India									
Bangalore	3337	840.00	228	Estimate	Estimate	Actual	N/A	Actual	Actual



EMS Baselining & Targets





North America Data Summary



Energy and Water

Reporting period: Jan 2022 – Dec 2022

	Energy: Electricity Usage (kWh) - scope 2	Energy: Natural Gas Usage (kWh) - scope 1	Water Data Usage (m ³ /m ²)	Number of Employees (FTE)	Internal Floor Area (m ²)
New York	591817.5991(est imated)	926890.79856 (estimated)	635,334 (estimated)	211	4042.7 m ²
Minneapolis	709694.7516 (estimated)	1111507.221 (estimated)	761,878 (estimated)	28	450 m ²
Baltimore	61183 (actual)	532000 (actual)	367 (actual)	29	366.5 m ²
Detroit	93703.99985 (estimated)	146756.9998 (estimated)	100,594 (estimated)	68	640.1 m ²
Los Angeles	71399.9998 (estimated)	111824.9998 (estimated)	76,650 (estimated)	66	487.7 m ²
Toronto (WFH)	0 (estimated)	0 (estimated)	0 (estimated)	50 - WFH	N/A
Columbia (WFH)	0 (estimated)	0 (estimated)	0 (estimated)	31 - WFH	N/A



North America Data Summary



Waste

Reporting period: Jan 2022 – Dec 2022

	Landfill: Organic Food and drink waste; paper and board; and plastics (tonnes)	Recycling: Closed-Loop Recycling of plastics; paper and composting of food and garden waste (tonnes)	Number of Employees (FTE)	Internal Floor Area (m ²)
New York	22.155 (estimate)	51.695 (estimate)	211	4042.7 m ²
Minneapolis	2.94 (estimate)	6.86 (estimate)	28	450 m ²
Baltimore	3.045 (estimate)	7.105 (estimate)	29	366.5 m ²
Detroit	7.14 (estimate)	16.66 (estimate)	68	640.1 m ²
Los Angeles	6.93 (estimate)	16.17 (estimate)	66	487.7 m ²
Toronto (WFH)	N/A	N/A	50 - WFH	N/A
Columbia (WFH)	N/A	N/A	31 - WFH	N/A



Europe Data Summary



Energy and Water

Reporting period: Jan 2022 – Dec 2022

	Energy: Electricity Usage (kWh) - scope 2	Energy: Natural Gas Usage (kWh) - Scope 1	Water Data Usage (m ³)	Number of Employees (FTE)	Internal Floor Area (m ²)
London	373120.28 (actual)	373120.28 (actual)	4,634 (estimated)	265	2317 m ²
Manchester	45358.9802496 (estimated)	8404.752223 (estimated)	267 (estimated)	3	133.3 m ²
Hamburg	11545.376651136 (estimated)	2139.290379 (estimated)	68 (estimated)	3	33.9 m ²
Paris	12920 (estimated)	2394 (estimated)	76 (estimated)	10	38 m ²
Amsterdam	3106.608543 (estimated)	576 (estimated)	18 (estimated)	1	No data
Milan	5122.469238912 (estimated)	949.1634178 (estimated)	30 (estimated)	2	15 m ²
Barcelona	19550 (estimated)	3622.5 (estimated)	115 (estimated)	1	57.5 m ²



Europe Data Summary



Waste

Reporting period: Jan 2022 – Dec 2022

	Landfill: Organic Food and drink waste; paper and board; and plastics (tonnes)	Recycling: Closed-Loop Recycling of plastics; paper and composting of food and garden waste (tonnes)	Number of Employees (FTE)	Internal Floor Area (m ²)
London	34 (actual)	34 (actual)	265	2317 m ²
Manchester	0.315 (estimate)	0.735 (estimate)	3	133.3 m ²
Hamburg	0.315 (estimate)	0.735 (estimate)	3	33.9 m ²
Paris	1.05 (estimate)	2.45 (estimate)	10	38 m ²
Amsterdam	0.105 (estimate)	0.245 (estimate)	1	No data
Milan	0.21 (estimate)	0.49 (estimate)	2	15 m ²
Barcelona	0.105 (estimate)	0.245 (estimate)	1	57.5 m ²



APAC Data Summary



Energy and Water

Reporting period: Jan 2022 – Dec 2022

	Energy: Electricity Usage (kWh) - scope 2	Energy: Natural Gas Usage (kWh) - Scope 1	Water Data Usage (m ³)	Number of Employees (FTE)	Internal Floor Area (m ²)
Hong Kong	14937 (actual)	0 (actual)	650 (estimated)	54	325.1606
Shanghai	9233 (actual)	0 (actual)	19 (actual)	46	565
Singapore	17035 (actual)	0 (actual)	998 (estimated)	43	499.0138
Seoul	4222.9 (actual)	19170.9037 (actual)	411 (actual)	47	208.6
Tokyo	2045.66 (actual)	0 (actual)	16 (actual)	10	15.54
Taipei City	93120 (actual)	0 (actual)	99 (actual)	11	29.25



APAC Data Summary



Waste

Reporting period: Jan 2022 – Dec 2022

	Landfill: Organic Food and drink waste; paper and board; and plastics (tonnes)* <small>*unless otherwise specified</small>	Recycling: Closed-Loop Recycling of plastics; paper and composting of organic food and garden waste (tonnes)	Number of Employees (FTE)	Internal Floor Area (m ²)
Hong Kong	0.0194 (actual) – landfill of organic food and waste only	0.062 (actual) of plastics and paper + 2.646 (estimate) of composting of organic food and garden waste	54	325.1606
Shanghai	4.83 (estimate)	11.27 (estimate)	46	565
Singapore	4.515 (estimate)	10.535 (estimate)	43	499.0138
Seoul	5.118 (actual) of commercial and industrial waste	N/A	47	208.6
Tokyo	1.05 (estimate)	2.45 (estimate)	10	15.54
Taipei City	0.22 (actual) of commercial and industrial waste	N/A	11	29.25



MENA and India Data Summary



Energy and Water

Reporting period: Jan 2022 – Dec 2022

	Energy: Electricity Usage (kWh) - scope 2	Energy: Natural Gas Usage (kWh) - scope 1	Water Data Usage (m ³)	Number of Employees (FTE)	Internal Floor Area (m ²)
Dubai	23928 (actual)	0 (actual)	204 (actual)	105	929
Riyadh	13,726.4 (estimated)	2,543 (estimated)	81 (estimated)	6	No data
Cairo	13572.8 (estimated)	2514.96 (estimated)	80 (estimated)	39	39.92

	Energy: Electricity Usage (kWh) - scope 2	Energy: Natural Gas Usage (kWh) - scope 1	Water Data Usage (m ³)	Number of Employees (FTE)	Internal Floor Area (m ²)
Bangalore	22330 (actual)	0 (actual)	1,680 (estimated)	228	840



MENA and India Data Summary



Waste

Reporting period: Jan 2022 – Dec 2022

MENA

	Landfill: Organic Food and drink waste; paper and board; and plastics (tonnes)	Recycling: Closed-Loop Recycling of plastics; paper and composting of food and garden waste (tonnes)	Number of Employees (FTE)	Internal Floor Are (m ²)
Dubai	11.025 (estimate)	25.725 (estimate)	105	929
Riyadh (KSA)	0.63 (estimate)	1.47 (estimate)	6	No data
Cairo	4.095 (estimate)	9.555 (estimate)	39	39.92

India

	Landfill: Organic Food and drink waste; paper and board; and plastics (tonnes)	Recycling: Closed-Loop Recycling of plastics; paper and composting of food and garden waste (tonnes)	Number of Employees (FTE)	Internal Floor Are (m ²)
Bangalore	23.94 (estimate)	55.86 (estimate)	228	840



Regional Baseline and Targets



The table below outlines whether there is enough data to set a target for each region for electricity, gas, water, and waste or whether further data is needed in order to set a baseline. (Note that where there is not enough data to set a regional target, Assembly could set office-specific targets for offices with actual data – see next slide)

Regional baselines are calculated by dividing the total consumption/production of the region by the total FTE of the region by 365 to get an average production/consumption per FTE per day. (Using only data from offices with actual data)

Baselines can also be created by using consumption per m2 of floor space.

Electricity				Natural Gas		
	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)
North America	Baseline	N/A	N/A	Baseline	N/A	N/A
Europe	Baseline	N/A	N/A	Baseline	N/A	N/A
APAC	Target	1.83	5 or 10% reduction	Target (Only applicable for Seoul)	1.12	5 or 10% reduction
MENA	Baseline	N/A	N/A	Baseline	N/A	N/A
India	Target	0.27	5 or 10% reduction	N/A	0	N/A

Water				Waste		
	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)
North America	Baseline	N/A	N/A	Baseline	N/A	N/A
Europe	Baseline	N/A	N/A	Baseline	N/A	N/A
APAC	Target	0.013	5 or 10% reduction	Baseline	N/A	N/A
MENA	Baseline	N/A	N/A	Baseline	N/A	N/A
India	Baseline	N/A	N/A	Baseline	N/A	N/A



Office Baseline and Targets



The table below outlines the reduction targets for offices with actual data which are in regions with not enough data to set regional targets.

Office baselines are calculated by dividing the consumption/production of the office by the FTE of the office by 365 to get an average production/consumption per FTE per day.

Baselines can also be created by using consumption per m2 of floor space.

Electricity				Natural Gas		
	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)	Set Target or baseline?	Baseline (If data is available) kWh per FTE per day	Suggested target (If data is available)
Baltimore	Target	5.78	5 or 10% reduction	Target	50.26	5 or 10% reduction
London	Target	3.86	5 or 10% reduction	Target	3.86	5 or 10% reduction
Dubai	Target	0.62	5 or 10% reduction	N/A	0	N/A