

GRI Index

GENERAL DISCLOSURES

	DISCLOSURE TITLE	GRI	LOCATION OR REFERENCE
2-1	Organizational details	2-1a	Proxima Consulting Limited
		2-1b	Proxima Consulting Limited is a Limited Liability Company incorporated in New Zealand with three equal shareholdings held by the directors - Stefan Rüegg, Saskia Verraes and Calum Revfem.
		2-1c	Grid AKL, 101 Pakenham St, Wynyard Quarter, Auckland 1010
		2-1d	New Zealand
2-2	Entities included in the organisation's sustainability reporting		Proxima Consulting Limited
2-3	Reporting period, frequency and contact point		The most recent full financial reporting period is April 1, 2025 – March 31, 2026. Unless otherwise stated, all disclosures relate to this period. This report is updated yearly. Contact point for this report is engage@proxima.global
2-4	Restatements of information		None
2-5	External Assurance		No part of this report has been externally assured
2-6	Activities, value chain and other business relationships	2-6a	proxima.global
		2-6b	Proxima primarily operates in New Zealand. We primarily rely on our internal intellectual capital to produce our services. We do engage in limited business travel in the course of our work, flying with Air New Zealand only when necessary and renting EVs from Zilch. We also purchase small amounts of office supplies from local retailers. There is no significant change in our supply chain.
2-7	Employees		proxima.global
2-8	Workers who are not employees		proxima.global
2-9	Governance structure and composition		Proxima has a governance board of the three directors – Stefan Rüegg, Saskia Verraes and Calum Revfem. The board are responsible for all decision-making on economic, environmental and social topics yet with strong involvement of the whole team.

2-10	Nominating and selecting the highest governance body		The board is the highest governance body. Three of its members were selected on the basis of being the three founding director-shareholders.
2-11	Chair of the highest governance body		The board is co-chaired by Stefan Rüegg, Saskia Verraes and Calum Revfem.
2-12	Role of the highest governance body in overseeing the management of impacts	2-12a	The board are responsible for setting purpose, values and strategy, including policies and goals relating to economic, environmental and social topics.
		2-12b	The board uses the following processes and criteria to identify and manage our impacts - materiality process, Future-Fit business benchmark and the policies contained within the Proxima Way (Our policy document). The board consults stakeholders on economic, environmental and social topics. The Proxima Way is occasionally assessed to ascertain its effectiveness.
2-13	Delegation of responsibility for managing impacts	2-13a	Governance authority is not delegated to executives and other employees.
		2-13b	The board is responsible for the management of economic, environmental and social topics.
2-14	Role of the highest governance body in sustainability reporting		The board prepares the sustainability report along with the rest of the team and is wholly responsible for its content.
2-15	Conflicts of interest		Proxima Way
2-16	Communicating critical concerns	2-16a	Proxima Way
		2-16b	We had no critical concerns reported this year.
2-17	Collective knowledge of highest governance body		The board are actively and continuously updating their individual and collective knowledge of economic, environmental and social topics. In practice this happens through individual professional development, research and Proxima's internal knowledge sharing and project review processes.
2-18	Evaluating the highest governance body's performance		Proxima Way
2-19	Remuneration policies		Proxima Way
2-20	Process for determining remuneration		Proxima Way

2-21	Annual total compensation ratio		The highest compensation is 2.67 times higher than the lowest compensation within the team. Proxima also has a policy that all team are paid the living wage as a minimum and five times the living wage as a maximum.
2-22	Statement on sustainable development strategy		Page 2 of the Proxima Sustainability report .
2-23	Policy commitments		The precautionary principle is core to <i>The Proxima Way</i>. All policy commitments are described in the Proxima Way.
2-24	Embedding policy commitments		Proxima Way
2-25	Processes to remediate negative impacts		Proxima Way
2-26	Mechanisms for seeking advice and raising concerns		Proxima Way
2-27	Compliance with laws and regulations		No significant instances of non-compliance with laws and regulations occurred during the reporting period.
2-28	Membership associations		Sustainable Business Council, Sustainable Business Network, GRI Community, Institute of Directors, New Zealand Scandinavian Business Association
2-29	Approach to stakeholder engagement		List of stakeholders: Employees, Clients, Shareholders, Industry Peers (Sustainability consultants), Sustainable Business Organisations, Sustainability and Reporting Framework organisations. Stakeholder engagement approach is based on AA1000SES
2-30	Collective bargaining agreements		No employees are covered by a collective bargaining agreement

TOPIC SPECIFIC DISCLOSURES

DISCLOSURE TITLE	GRI	LOCATION
Emissions (GRI 305:2016)		
Disclosure on management approach	3	Proxima Way
Direct (Scope 1) GHG emissions	305-1	0 tCO2e
Energy indirect (Scope 2) GHG emissions	305-2	0 tCO2e More information on this on Page 6 of the Proxima Sustainability report .
Other indirect (Scope 3) GHG emissions	305-3	2.39 tCO2e
GHG emissions intensity	305-4	proxima.global
Reduction of GHG emissions	305-5	Page 6 of the Proxima Sustainability report .
Emissions of ozone-depleting substances (ODS)	305-6	Not applicable
Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	305-7	Not applicable
Occupational health & safety (GRI 403:2018)		
Disclosure on management approach	3	Proxima Way
Occupational health and safety management system	403-1	Proxima Way
Hazard identification, risk assessment, and incident investigation	403-2	Proxima Way
Occupational health services	403-3	Proxima Way
Worker participation, consultation, and communication on occupational health and safety	403-4	Proxima Way
Worker training on occupational health and safety	403-5	Proxima Way

Promotion of worker health	403-6	Proxima Way
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	Proxima Way
Workers covered by an occupational health and safety management system	403-8	Proxima Way
Work related injuries	403-9	Proxima Way
Work-related ill health	403-10	Proxima Way
Non-GRI topics		
Disclosure on management approach	3	Proxima Way
Client impact	Non-GRI	Page 2&3 of the Proxima Sustainability report.
Sustainability sector impact	Non-GRI	proxima.global