



IMPACT ENGINEERING

Norda Stelo Greenhouse Gas Emissions Reduction Targets



At Norda Stelo, reducing greenhouse gas (GHG) emissions and decarbonization are fully integrated into our impact-driven engineering approach and our business model. In line with the Government of Canada’s climate goals and true to our values as a B Corp–certified company, we integrate climate issues at the heart of our business decisions, operations, and service offering.

Our approach is grounded in recognized international frameworks, including the Science Based Targets initiative (SBTi), to set reduction targets aligned with a pathway compatible with limiting global warming to 1.5 °C, in accordance with the Paris Agreement. This approach is designed to ensure commitments that are ambitious, credible, measurable, and scientifically grounded, consistent with best practices in the engineering and consulting sectors.

Climate governance is led by senior management and integrated throughout the company’s strategic planning, risk management, and continuous improvement processes. This approach is grounded in the expertise of our Environment, Climate Change and Community Centre of Excellence, which supports the management of our internal emissions, the development of decarbonization strategies, and the support we provide to our clients and partners. Norda Stelo has also been involved in the Net-Zero Challenge

Greenhouse Gas Emissions Inventories and Methodology

The credibility of our decarbonization progress is based on sound and verifiable methodology. Each year, Norda Stelo conducts greenhouse gas (GHG) inventories covering all Scopes 1, 2, and 3 to achieve a comprehensive view of its carbon footprint.

The 2023–2024 base year has been audited and verified pursuant to the ISO 14064-1:2018 standard, thereby reinforcing the reliability and transparency of the data used.

GHG Reduction Targets and Commitments

Norda Stelo has adopted a pragmatic and progressive approach to carbon neutrality, based on evolving levels of commitment that are consistent with its ability to act in a tangible and credible manner.

Within this framework, Norda Stelo formally commits to reducing its greenhouse gas (GHG) emissions by at least 42% for Scopes 1 and 2, and by 25% for Scope 3, relative to its base year, by 2035, in accordance with the requirements of the Science Based Targets initiative (SBTi).

This short-term commitment, officially approved at the organizational level, is supported by planned reviews in 2027 for long-term objectives and in 2035 to confirm the trajectory toward carbon neutrality by 2050. These objectives serve as a rigorous, science-based management tool, providing a clear reference framework that enables teams and partners to actively contribute to a sustainable future.

Horizon	Target Type	Scopes Covered	Targets
Short term - 2035*	Relative reduction	Scope 1+2: direct and energy-related indirect emissions	At least -42%
		Scope 3: other indirect emissions	-25%
Long term - before 2050	Absolute reduction	Scopes 1+2+3	-90 to -95%
Net Zero (by 2050 at the latest)	Carbon neutrality	Scopes 1+2+3 + offsets	Achievement of the long-term target + neutralization of the residual emissions (5-10%)

**Formal commitment approved at the organizational level and in line with the requirements of the Science Based Targets initiative (SBTi).*