



Engaging with agents to improve our emissions reporting

October 2025

Understanding and measuring our Impact

At Navitas, we're thinking a lot about Impact. We consider our impact through three lenses: as an educator, an employer, and a global citizen. We want to operate in a way that positively impacts current generations, without compromise for future generations.

Measuring our carbon emissions

Understanding and improving our environmental impact is an important part of our Impact strategy.

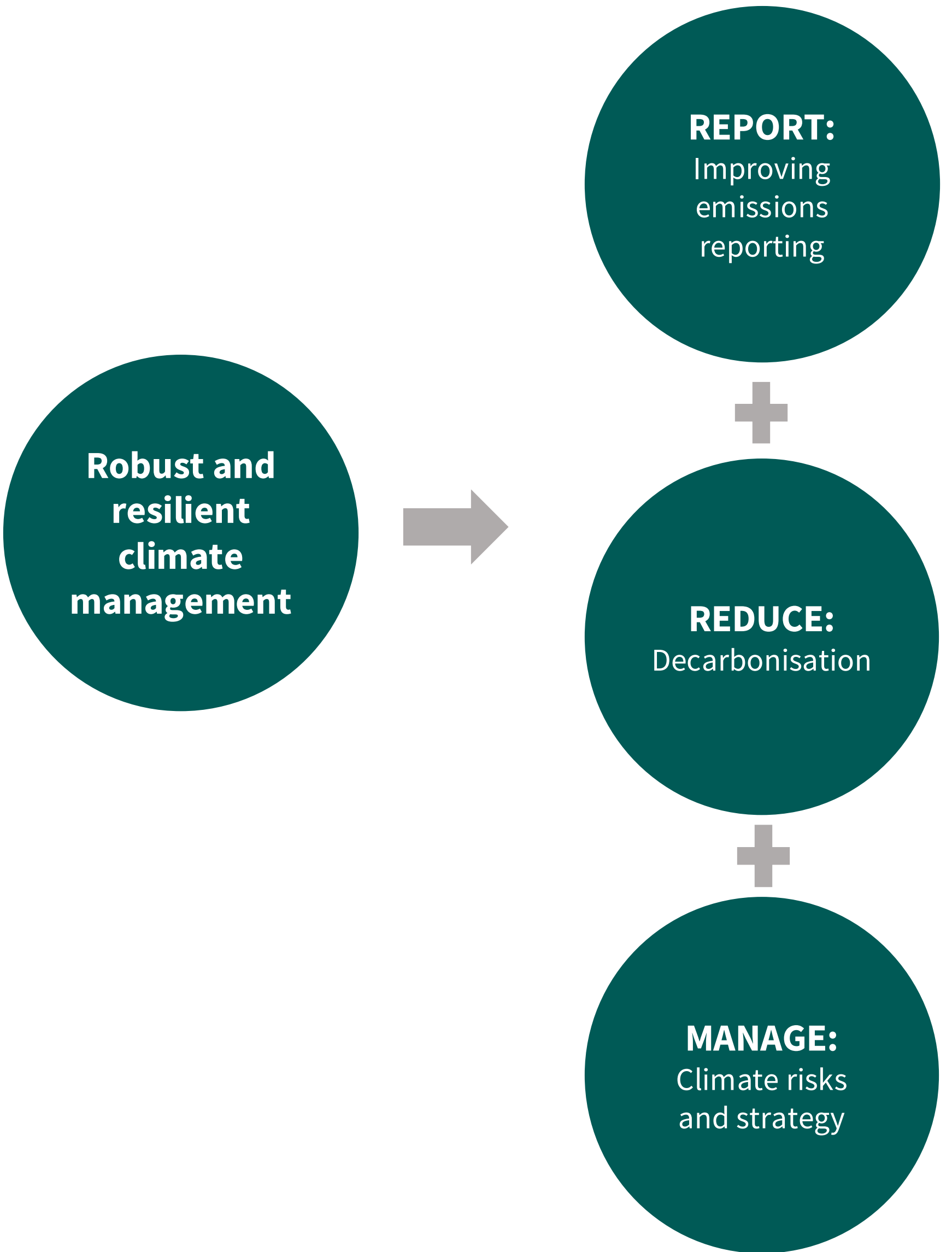
Part of improving our carbon emissions is understanding the direct and indirect carbon emissions associated with our operations, including the impact created by our partners.

Because our agent partners play such an important role in helping us to recruit students to our programs, we believe it is important that we accurately capture the emissions associated with the work that they do for us.

These emissions form part of our scope 3 emissions inventory, which includes emissions originating from sources that are not directly controlled or owned by Navitas.



Our approach to climate action



Navitas’ broader commitment to climate action, spans across our global operations including our agent network. It reflects our strategic approach to:

- **Mitigation:** Reducing greenhouse gas emissions through improved data accuracy, renewable energy adoption, and refined methodologies.
- **Resilience:** Building systems and partnerships that can adapt to climate-related risks and disruptions.
- **Adaptation:** Evolving our practices to align with global climate goals and stakeholder expectations.

By engaging with our agent partners and other stakeholders, we aim to strengthen our Scope 3 emissions reporting and contribute meaningfully to global climate efforts. This image symbolizes our journey toward a more sustainable future—where data, collaboration, and innovation drive measurable impact.

We are committed to continuous improvement, transparency, and aligning our climate strategy with international best practices. This includes refining data collection, expanding survey scope, and integrating climate considerations into decision-making across all levels of the organisation.

Working with partners to refine our data collection methods

Our initial attempts at reporting agent partner emissions used spend-based data (commissions and other agent related expenses) based on a widely used calculation for emissions from 'professional services'. We felt the emissions calculation using this methodology was inaccurate and likely overestimated emissions.

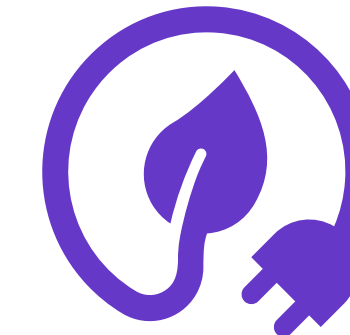
We wanted our survey to align with global best practice to strengthen the credibility of our carbon reporting and to develop accurate agent emissions factors.

Our aim was to create a custom agent emissions calculation methodology.

To improve our reporting, we shifted to survey-based data collection, asking our agents for:



Electricity consumption



Renewable energy use



Student recruitment numbers



Location

We received data from 64 agents. Not every agent was able to provide all the data requested so we considered supplementary data sources to fill the gaps.

Developing a bespoke emissions calculation methodology for agent emissions

We used the agent data received through this survey, supplemented with electricity factors, benchmark studies and other relevant estimates available in the public domain, to test three cases for data reliability:

Case 1 – All assumed electricity data: annual students recruited data taken as provided, electricity data estimated.

Case 2 – All gaps filled with assumptions: both missing student recruited data and electricity data estimated.

Case 3 – No assumptions: only actual data used, gaps treated as zero.

Considering the quality of data received and the results obtained from all the above cases, we chose **Case 1** as the most realistic option, as it produced smooth regional results and avoided overestimation.



More accurate emissions from FY25 onwards

We have calculated FY25 agent emissions using three approaches for comparison:

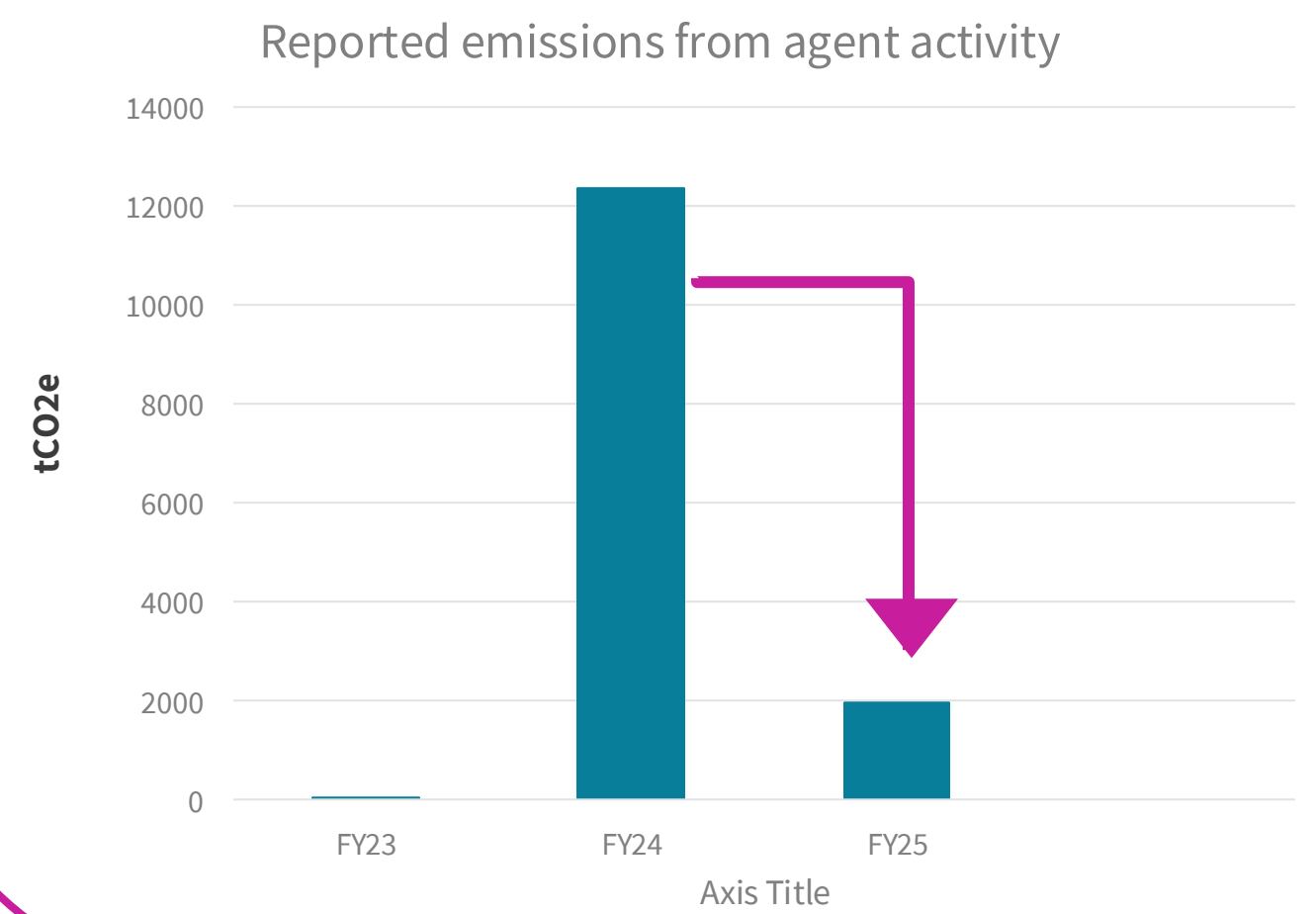
- Regional electricity per student (Case 1) × # NVT students recruited × local grid Emissions Factor.
- Regional emissions per student (Case 1) × # NVT students recruited.
- Spend-based method (for cross-checking).

Where survey coverage is lacking, we applied global averages.

FY25 emissions

Using this new agent emissions methodology, at a high level, we saw approximately an 80% reduction in our reported agent emissions which formed a significant proportion of our scope 3 emissions.

We can now have more confidence in our Scope 3 emissions reporting.



Our reported Scope 3 emissions reduced by **29%**

Continuous improvement will increase accuracy in future reporting

Despite delivering significant improvements, there are some limitations to our new methodology:

- **It only considers agents' electricity-related emissions (Scope 2).** The current method excludes agents' Scope 1 emissions which are hard to obtain at this stage but estimated to be negligible.
- **Regional averages may mask local variations.**

Assumptions and missing data can lead to slight under- or overestimation. However, our results are comparable against benchmark studies available online, which gives us some confidence.

We plan to repeat this survey every two years, with expanded questions on other services beyond student recruitment. Results will guide ongoing improvements to data accuracy and reporting.



Climate change mitigation, resilience and adaptation

To learn more about how we are measuring, managing, and improving our climate emissions at Navitas please visit:

- [our website](#)
- [our Impact Report](#)
- [our Impact page](#)





**Thank you to all our partners who
contributed to the survey**