

ANNUAL IMPACT REPORT

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KoruGreen Sustainability Report FY25-26

At 212F, delivering exceptional incentive and reward programs must go hand in hand with environmental responsibility. KoruGreen is our dedicated sustainability initiative, built directly on a design-first philosophy.

Our approach is simple: we proactively minimise the environmental impact of our travel incentives through conscious sourcing, and then fully offset the remaining unavoidable emissions at zero cost to our clients.

Because true accountability means leading by example, we are proud to announce a major milestone for our FY26 report. For the first time, we have expanded our KoruGreen commitment beyond client travel programs to comprehensively track and offset the emissions of our own day-to-day corporate operations.

This report provides a transparent look into our complete footprint, and the tangible steps our collective team has chosen to take to invest in certified global projects that protect biodiversity and support vulnerable communities.



**Incentive Marketing Association –
IMA Excellence Awards 2024**
Excellence in Social Responsibility (Winner)

Australian Loyalty Association Awards 2024
Best Sustainable Initiative (Finalist)

Asia Pacific Loyalty Awards 2025
Best Social (CSR) or Sustainability Initiative (Finalist)






3,280
tonnes of carbon offset

In FY25-26, the combined efforts of the 212F Group (encompassing 212F AU, 212F NZ, Incremental, and iChoose) resulted in the offsetting of 3,280 tonnes of CO2 equivalent (CO2e).

This figure represents the entirety of our tracked travel incentive programs and our internal corporate operations. By reaching this milestone, we continue to prove that impactful incentive programs and environmental stewardship can successfully coexist.

Our Collective Commitment

At our 2026 group conference in Seminyak, Bali, the teams from 212F Australia, New Zealand, Incremental and iChoose gathered to vote on the environmental causes that mattered most to them.

The response was overwhelming, with several local and global projects resonating deeply across all our offices. Rather than limiting our support to a single choice, we decided to fund both key Australian regeneration initiatives and previous global projects. This approach allowed us to honour everyone's input and ensure our sustainability footprint directly reflects the shared values of our entire team.

"At 212F, we're incredibly proud that we're holding ourselves to the same standards we encourage for our clients. Expanding KoruGreen to include our own operations reflects our commitment to leading through action, not just intention. Sustainability is becoming part of the way we make decisions every day, and that's something our entire team is proud to stand behind."

Belinda Ramanauskas
General Manager – Australia



KoruGreen's Local and Global Impact

By investing in critical environmental projects both in our own backyard and in developing nations, we are turning our corporate footprint into positive global action. We have chosen a balanced portfolio that addresses local conservation needs while supporting communities most vulnerable to the effects of climate change.



Colodan Great Barrier Reef Regeneration

Supporting vital ecosystem regeneration directly affecting the Great Barrier Reef catchment areas.



Native Forest Regeneration (NSW & QLD)

Restoring native habitats and local biodiversity across New South Wales and Queensland.



Diversified Impact Portfolio

Funding Indigenous fire management, forest regeneration, and the distribution of clean cookstoves.



Matavén Rainforest Conservation (Colombia)

Protecting critical rainforest ecosystems and supporting indigenous land-stewardship.

Our Footprint

To ensure full accountability, this year we expanded our KoruGreen initiative to include not only the impact of our client travel programs but also our own internal corporate operations.

This provides a complete picture of our environmental footprint, allowing us to take comprehensive action. In FY25-26, our total offset of 3,280 tonnes came from two key sources:



Travel & Event Programs

2,404

tonnes of carbon offset

This represents the total carbon footprint from all client incentive travel and events delivered across the 212F Group.

What this looks like: This is equivalent to flying around the world 400 times as an individual economy passenger¹, or driving an average Australian passenger car for over 16.4 million kilometres².



Internal Operations

876

tonnes of carbon offset

This is the footprint generated by our day-to-day corporate activities, including our offices in Australia and New Zealand.

What this looks like: This is equivalent to planting and growing over 5,600 native Australian trees to maturity³, or the annual electricity emissions of 125 average Australian homes⁴.

¹. Based on Earth's circumference of 40,075 km and standard ICAO long-haul economy emissions factors of 0.15 kg CO₂e per km. (<https://www.icao.int/environmental-protection/environmental-tools/icec>)

². Based on the Australian National Transport Commission (NTC) emissions intensity average for light vehicles of 146.5g CO₂e per km travelled. (<https://www.ntc.gov.au/sites/default/files/assets/files/Carbon%20Dioxide%20Emissions%20Intensity%20for%20New%20Australian%20Light%20Vehicles%202021.pdf>) ³. Based on Greenfleet Australia and CSIRO-approved methodologies, which estimate approximately 6.5 native trees are required to sequester 1 tonne of carbon over their protected lifetime. (<https://www.greenfleet.com.au/pages/offset>) ⁴. Based on Australian standard household electricity usage averages, generating approximately 7 tonnes of CO₂e per home annually. (<https://thefifthstate.com.au/columns/spinifex/reducing-energy-demand-the-missing-link-in-australias-net-zero-journey/>)

KoruGreen's Journey So Far

Sustainability is a continuous journey. KoruGreen represents our permanent commitment to measuring, managing, and neutralising our environmental impact over the long term.

Since the inception of the program, 212F has steadily expanded our scope of tracking and increased our investments in certified offset projects. Through the collective action of our offices, clients, and partners, we have successfully offset a cumulative total of 10,528 tonnes of carbon emissions to date.

This milestone is a testament to what we can achieve when we align our corporate goals with the health of our planet. As we look to the future, we will continue to refine our operations and deliver innovative, low-impact travel programs that protect the world we love to explore.

"The corporate events industry has made significant progress in embedding sustainability into the way conferences, incentives and business events are designed and delivered and here at 212F, the KoruGreen program demonstrates that environmental responsibility and exceptional event experiences can work hand in hand."

Clients now expect event partners to not just advise on Sustainability but demonstrate they live and breathe it with their own in-house initiatives. Our well established KoruGreen program proves that sustainability is no longer a "nice to have", it has become an essential part of delivering responsible, future-focused corporate events."

Andy Patten
General Manager – New Zealand



Incentives in Action

Panasonic's Carbon-Neutral Journey to Scotland

For global brands like Panasonic, incentive travel is a powerful tool. When they decided to reward over 200 of their top-performing partners with a trip to Scotland, they needed an experience that was both unforgettable and aligned with their corporate ESG goals.

Our award-winning design-first philosophy was central to the program. We curated every element to minimise environmental impact without compromising the premium experience. This included selecting eco-certified hotels, chartering a fleet of electric coaches for transfers through the Highlands, and designing immersive local experiences like walking tours and farm-to-table dining to reduce the program's footprint from day one.

By integrating KoruGreen into the core of the program, we delivered a completely carbon-neutral travel incentive. Panasonic was able to celebrate their partners' success with a world-class experience, confident that it left no negative impact on the planet.

"KoruGreen is why we do these programs. There's a sustainable mission story behind it, as well."

Matthew Petchell

Group Manager – Sales and Business Development



Sustainable Investments

The projects featured here were chosen by our people. Our investment strategy reflects a dual commitment: to nurture and protect our local environment here in Australia, while also supporting developing communities who are most vulnerable to the effects of climate change. This balanced portfolio ensures our corporate footprint is turned into positive global action.



Cool Fire Arnhem Land, NT, Australia

This project operates in Arnhem Land in the Northern Territory and is owned exclusively by indigenous people with custodial responsibility for the land. To prevent extreme wildfires, local rangers conduct controlled burns early in the dry season to reduce fuel loads and establish natural firebreaks. The initiative provides employment and training for local rangers, supporting the preservation and transfer of traditional knowledge and Aboriginal languages.

Native Forest Regeneration

NSW & QLD, Australia

Located in New South Wales and Queensland, these projects work with landholders to regenerate and protect native vegetation on their properties. By erecting fencing and managing invasive species, the projects help restore degraded ecosystems, which in turn reduces salinity, prevents erosion, and creates vital food and habitat for native wildlife.



Colodan Great Barrier Reef Regeneration

Far North QLD, Australia

This project focuses on returning previously cleared pasture back to rainforest in the wet tropics of Far North Queensland. It establishes permanent plantings of diverse native rainforest species, which sequesters atmospheric carbon as it grows. The restored forest reduces contaminant and sediment runoff from degraded agricultural land into local waterways that flow to the Great Barrier Reef, mitigating key threats to the marine ecosystem.

World Vision Cookstoves

Ethiopia

In rural Ethiopia, where most households rely on heavily polluting open fires, this project distributes low-cost, highly-efficient cookstoves. These stoves significantly reduce household air pollution, which has severe health consequences, and use considerably less wood than open fires, helping to prevent further forest loss and degradation in a region where forest cover has been dramatically reduced.



Mataven Rainforest Conservation

Colombia

Operating in Colombia, this project protects millions of hectares of native rainforest that would otherwise be cleared. By preventing deforestation, the project avoids the release of millions of tonnes of greenhouse gas emissions each year and secures vital habitat for countless endemic and endangered species. It also helps diversify landholder income by supporting sustainable agroforestry, such as cocoa and coffee production.

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"This year, KoruGreen has continued to grow from being first to market into a shared movement, with our clients embracing the journey. Together, we're proving that creating exceptional experiences and protecting the planet can go hand in hand, and I'm proud of the role 212F and Incremental play in leading that change."

Jo Strachan

Director of Travel & Events – Australia

