

Responsible Business
2025 Report





Welcome



We are pleased to present our first **Responsible Business Report** - a significant step in Nexia Australia's commitment to our clients, our people and the communities within which we operate.

Naming this 'responsible business' rather than 'sustainability', 'environment, social, and governance' (ESG) or 'people, planet and profit', reflects our approach as a business.

We believe that by acting responsibly within our communities, we can support the long-term success of all our stakeholders, as well as our firm. This belief aligns closely with our overall purpose of helping people reach their true potential.

We also value the relationships we have within our global Nexia community, and it was fantastic to work with our Nexia UK member firm, Saffery, who have recently undertaken this process themselves. They worked closely with our National Responsible Business Steering Committee, and the work of the committee members is greatly appreciated in bringing our ambitions together.

We also appreciate and want to thank the significant input from our staff, clients and other key stakeholders, without whom our report would not be a true reflection of what is important.

We adopted a rigorous, auditable and transparent approach to our data capture, analysis, and findings. This ensures that we concentrate our future efforts on the most significant areas for our clients, staff, and communities, ultimately helping us create a better firm.

This is just the beginning of our ongoing journey. We look forward to sharing our progress over the coming years as we continue striving to achieve yours and our true potential.

A handwritten signature in black ink, appearing to read 'Mal Di Giulio', with a large, stylized loop at the bottom.

Mal Di Giulio
National Chair

15 December 2025

"What this leads to in terms of opportunity for Nexia Australia is what they can do as a business and where they can take that as a group of people.

Our double materiality assessment has given Nexia Australia some great data and an even better starting point to provide sustainability services to their clients.

Looking at it from multiple angles - externally they can now effectively analyse how they can have the biggest impact, and internally they will be better equipped to tie this in and create synergy"

Ruth Evered, Saffery





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Who is Nexia Australia?

We are here to help you achieve your goals and plan for the future with tailored solutions and practical, personalised advice.

Backed by deep expertise across advisory, tax, audit, business strategy, personal wealth, and strategic thinking, we're the trusted partner that empowers you to reach new heights

620+

People across Australia

\$134m+

Australian fee income
(in AUD) for 2025

91+

Partners/Directors
across Australia

13th

Rank within Australia's Top
100 Accounting Firms

30+

Sectors and services
specialties

Data correct as at 30 June 2025

Our global network

As part of a leading global network spanning more than 120 countries and with offices in every mainland state and territory in Australia, we bring together local skills, national depth, and global reach.

This means you not only have the support to achieve your current goals, but also the freedom to focus on what comes next.

22,296+

People across our international network

519+

Nexia offices globally

\$2.558b+

Fee income (in USD) for 2024

Data correct as at 30 June 2024

Our purpose

At Nexia Australia, our purpose is to connect you with your true potential by giving you the insight, advice and support needed to navigate to success.

We do this because we believe:



Real value exists on the other side of where other people stop



The "how" and "why" we do things matter more than just 'what' we do



The strongest partnerships are built on aligned values

The process we followed to develop our Responsible Business Report reflects these core beliefs. We aimed to ensure alignment with all our key stakeholders.

Our ambitions place a strong emphasis on the "how" and "why", highlighting the values that define our business.



"At Nexia we believe that responsible business starts with looking after our people and the environment.

By empowering our teams and making sustainable choices, we create lasting value for our clients and the communities we serve."

Andrew Hoffmann, Sydney

Our values

Nexia Australia's success is built on five fundamental values. We prioritise them over everything - including profit. Even our margins are set to make a positive impact on the community

Integrity

Agility

Excellence

Celebration

Synergy

These values also define how we work as a team. Supportive, collaborative and united, we all strive to create an empowering work environment for our people, and great solutions for our clients.

"Nexia's values are a good combination between client service, engaging with your colleagues and enjoying what you do.

This sets an environment conducive to having professional achievements while working in a caring family atmosphere. And having fun!"

Rory O'Brien, Canberra



Key highlights from last 12 months

Over the past 12 months, these are just some of our key highlights:

- **Ranked 13th** among Australia's Top 100 Accounting Firms.
- Certified nationally as a '**Great Place to Work**' for the third consecutive year.



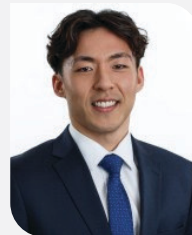
- Our Sydney office was recognized as a **Top 100 Graduate Employer** by Prosple, achieving the following rankings in the accounting and advisory sector:
 - Career Progression: Ranked 1st
 - Culture: Ranked 1st
 - Sustainability: Ranked 1st
 - Diversity and Inclusion: Ranked 1st



"Nexia has made a genuine investment in my personal and professional development.

Being surrounded by a team of amazing people within a vibrant and supportive culture - it's truly a great place to work".

Michael Jun, Sydney



Community support

Across the Nexia network, both nationally and internationally, we take social responsibility seriously.

55+

Number of charities supported in 2024-2025

660+

Number of hours donated to charity in 2024-2025

\$240,000+

Total money raised for charities in 2024-2025 (in AUD)

19+

Number of pro-bono clients across national network in 2024-2025



"Before we could help our clients with sustainability, it was important for us, as a national network, to understand the impact and opportunities within our own firms - and how we can make a difference in the communities around us.

We're already doing great work in this space. Our approach just brings more purpose to our initiatives while letting us share and benefit from each other's strengths."

Brent Goldman, Sydney





Our approach

Key principles we applied

Collaborative and inclusive approach

As a people business, that has a wide geographic spread, we acknowledge that there are a broad range of perspectives that need to be considered.

To ensure that views across Australia would be captured and included in the development of our strategy, and that there would be appropriate leadership of this initiative, the National Responsible Business Steering Committee was formed in July 2024.

This included representatives from across offices, seniority and service lines (both internal and external).

Stakeholder engagement was also undertaken to ensure we captured a wide and diverse range of views from all interested in influential parties.

Independent and rigorous approach that reflects best practice

In determining the approach to take, we looked to global best practice to ensure that we were meeting a high standard of transparency in our process.

We decided to apply the process and guidance set out in the EU's Corporate Sustainability Reporting Directive (CSRD), as current Australian sustainability reporting standards do not require or set out the requirement for a double materiality assessment. The CSRD provides a direct link between our strategy and the UN Sustainable Development Goals (SDGs).

To bring independence to our approach we worked with Nexia UK's member firm, who had recently undertaken a similar exercise.

The approach increased collaboration within our international network and allowed us to benefit from Nexia UK's experience in undertaking their own process.



"By undertaking our double materiality assessment as a network and developing a national responsible business strategy together, we leverage the depth and diversity of our firms to create more meaningful, and longer lasting impact.

This collective approach is what truly sets Nexia Australia apart."

Nathan Campbell, Melbourne

Sustainable Development Goals (SDGs)

The UN member states committed to meeting the SDGs in 2015. The SDGs are designed to be a blueprint to achieve a better and sustainable future for all.

Each of the 17 SDGs outline tangible objectives and targets which businesses can use to better understand their potential wider global impact.

You can read more about the UN's 17 SDGs [here](#).

SUSTAINABLE DEVELOPMENT GOALS



Overview

To develop our strategy in a systematic way, with an evidence-based approach, we undertook a double materiality assessment.

A double materiality assessment evaluates how sustainability issues affect an entity's performance while also considering the entity's impact on the environment and society.

It combines two perspectives:

- **Impact materiality** (inside-out): This perspective examines how an entity's operations affect people and the environment. It includes positive and negative impacts, such as climate impact, waste management, and social equity.
- **Financial materiality** (outside-in): This perspective considers how sustainability related issues pose risks or opportunities that influence an entity's financial performance. For example, sustainability related regulatory changes, evolving client demands for sustainable products, operational costs and access to capital.

100+

Documents reviewed

324+

Workshop attendees

115

People involved in interviews

1,200+

Sustainability matters mentioned

250

Impact surveys completed

Process undertaken

Step 1 Stakeholder mapping

Mapped all relevant stakeholders based on their level of interest and their level of influence on sustainability topics.

Step 2 Desktop research

From a long list of sustainability matters, we reached a short list of 15 matters that are most impactful and relevant (material) to Nexia Australia and its stakeholders.

Step 3 Stakeholder engagement

Through workshops, interviews, focus groups and surveys with key stakeholders identified from Step 1, we assessed and validated the short list of sustainability matters from Step 2.

Step 4 Data analysis and validation

The data was analysed to form a double materiality matrix which identified the key areas of focus, from both an impact and financial perspective, to guide the responsible business strategy.



"The work we've done so far has been crucial to our responsible business journey, giving us a clear understanding of our current position and how we can better support our clients on their own journeys.

I look forward to continuing this important work and building on this foundation as we move forward."

Matthew Barrett, Canberra

Our results

All of the matters considered are crucial for the long-term future of our business. There is a significant level of interdependency, meaning that one matter typically impacts others that have been identified. Based on the results, these areas can be categorised into high, medium, and lower priorities.

It's not surprising that, as a people-focused business providing services to our clients, learning and development, as well as client service, are key areas of focus. We also acknowledge that we operate in a "trust business," so both firm and individual integrity and ethics are fundamental.

Sustainable business practices highlighted through stakeholder engagement are essential for our long-term relevance to clients. This involves introducing new services that align with their aspirations, particularly concerning the pressing issue of climate change.

Several medium-priority matters focus on the overall infrastructure and culture we have established to support our high-priority objectives. Lower-priority issues are also important and we need to understand and manage the impact they may have as we go forward.

Prioritisation of our material issues



How the results shaped our strategy

Upon completion of the double materiality assessment, the findings were used to establish our national strategic pillars of focus, providing a clear framework to guide our network's strategic direction.

By analysing the results of our double materiality assessment, we were able to determine the issues of greatest significance to our stakeholders and to our organisation's long-term success.

These priority issues provided the foundation for our four strategic pillars, ensuring that all issues are represented (high, medium and lower priority). In doing so, our focus areas remain both relevant and responsive to the most critical opportunities and challenges.

This approach provides a clear link between the assessment outcomes and our strategic direction, aligning our efforts with what matters most.



"We now have some great data from these initial steps.

But what I'm really excited to see is that we are talking about it internally and also with clients.

We now have a much clearer picture of where to direct our energy for Nexia Australia to really make a difference in its wider community."

Adam Smith, Perth



An aerial photograph of a river winding through a landscape with dense, orange-brown foliage. The water is a light greenish-blue. The image is framed with a rounded top-right corner. The text "Our strategic pillars of focus" is overlaid in white at the bottom right.

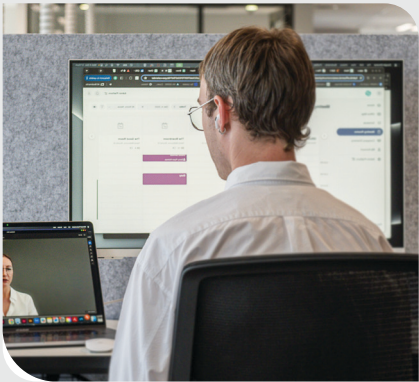
Our strategic pillars of focus

Pillar 1

Empowering our people to thrive in a changing world

Key themes we're focusing on:

- Equipping our teams with the technical know-how and soft skills they need to meet the demands of a fast-moving industry and society.
- Building inclusive workplaces that reflect the richness and diversity of our communities.
- Championing health, safety and well-being as the foundation of sustainable performance - for our people and our organisation.



4 **QUALITY EDUCATION**



10 **REDUCED INEQUALITIES**



3 **GOOD HEALTH AND WELL-BEING**



8 **DECENT WORK AND ECONOMIC GROWTH**



Proposed measures of progress:

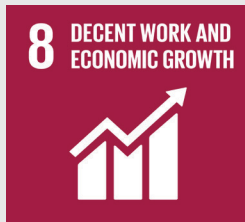
- Average training hours per employee per year
- Analysis of workforce demographics
- Gender pay gap
- Turnover/retention rate
- Percentage of employees that participated in performance reviews

Pillar 2

Upholding integrity and trust in everything we do

Key themes we're focusing on:

- Embedding ethical standards and strong risk controls into every part of our professional practice.
- Strengthening governance with clear policies that drive accountability and support a stable, confident market.
- Protecting human rights and promote ethical practices across our operations and supply chains.



Proposed measures of progress:

- Percentage of staff completing annual ethics training
- Percentage of policies updated or reviewed in the year
- Monetary losses as a result of legal proceedings associated with professional integrity

Pillar 3

Leading with purpose for sustainable futures

Key themes we're focusing on:

- Creating long-term value by innovating, planning for partner succession, and building sustainable business models that last.
- Supporting climate and biodiversity through responsible practices and transparent reporting.
- Supporting the communities we work in - because when they thrive, so do we.



Proposed measures of progress:

- Percentage of staff contributing to innovation projects or training
- Carbon emission reporting
- Percentage of energy sourced from renewable energy
- Volunteering hours and percentage of staff participating in community programmes
- Value of pro bono support provided

Pillar 4

Delivering impact through responsible business relationships and practices

Key themes we're focusing on:

- Building lasting client relationships by delivering excellent service and staying true to shared values.
- Using technology responsibly - to enhance service, protect data, and create better work environments.
- Partnering with organisations that share our commitment to integrity, ensuring our reputation and networks remain strong.



Proposed measures of progress:

- Employee engagement score
- Percentage of employees completing cyber security training
- Number of reportable data breaches
- Supplier payment timing (days)

"We're entering an exciting next phase in our responsible business journey - focusing on how we measure our impact, and expanding our services to help clients achieve their sustainability goals.

I'm proud to be part of this journey, driving initiatives that make a real, meaningful difference."

Charlene Scott, Perth



An aerial photograph of a coastline. The sky is a vibrant pinkish-red, and the sea is a deep orange. A narrow strip of land, covered in low-lying vegetation and small trees, separates the two bodies of water. The land strip runs diagonally from the top left towards the bottom right. The overall composition is simple and striking due to the high contrast between the colors.

What to expect next

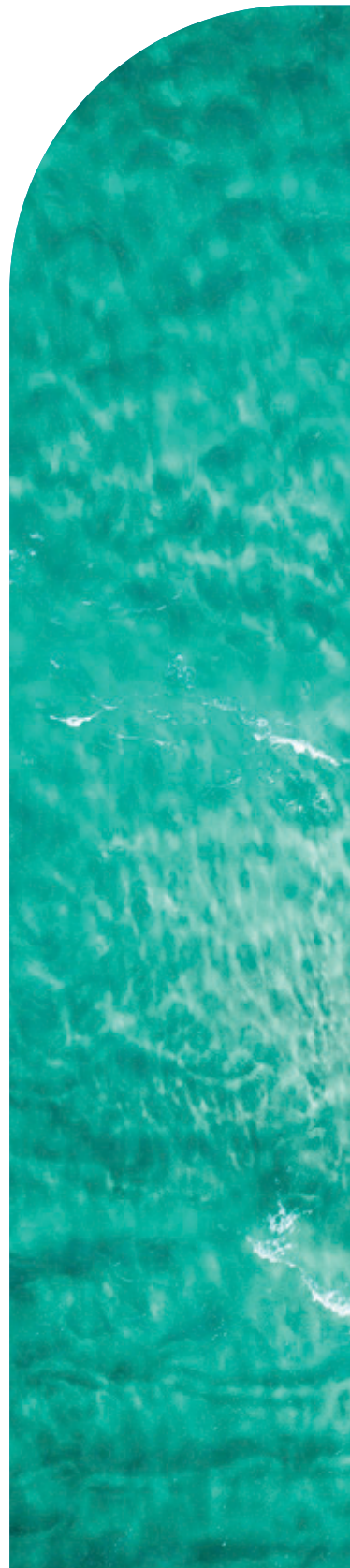
Our focus for the next 12 months

The work completed so far is only the beginning. It has clarified the direction we need to take as a national network. Our next steps will involve enhancing accountability regarding our performance in the key focus areas.

Over the next 12 months, we will undertake the following steps:

1. **Identify key metrics** – we will identify and define the key metrics that will drive performance against the pillars.
2. **Determine our baseline position** – capture the data and establish systems for ongoing data capture and monitoring of the key metrics to determine our baseline position, and allow ongoing reporting.
3. **Establish targets from baseline position** – based on our current position and key pillars, we will be setting targets for performance on the identified metrics.
4. **Establish National Sustainability and ESG service line** – launch service offering to support our clients with their regulatory and strategic needs.

In our next annual report, we look forward to providing you with an update on our achievements over the next 12 months.



"Through sustainability we can enhance value by reducing costs, increasing efficiencies, boosting brand reputation and attracting socially conscious customers.

I am proud to be part of the shaping for our company's sustainability journey and contribute to a positive societal impact."

Samantha O'Brien, Sydney





Australia

Adelaide Office

Level 3, 153 Flinders Street, Adelaide SA 5000
p +61 8 8139 1111, f +61 8 8139 1100
receptionSA@nexiaem.com.au

Canberra Office

Level 5, 17 Moore Street Canberra ACT 2601
p +61 2 6279 5400
mail@nexiacanberra.com.au

Darwin Office

Level 2, 80 Mitchell Street, Darwin NT 0800
p +61 8 8981 5585 f +61 8 8981 5586
receptionNT@nexiaem.com.au

Melbourne Office

Level 35, 600 Bourke Street Melbourne VIC 3000
p +61 3 8613 8888, f +61 3 8613 8800
info@nexiamelbourne.com.au

Perth Office

Level 4, 88 William Street, Perth WA 6000
p +61 8 9463 2463, f +61 8 9463 2499
info@nexiaperth.com.au

Sydney Office

Level 22, 2 Market Street, Sydney NSW 2000
p +61 2 9251 4600, f +61 2 9251 7138
info@nexiasydney.com.au

nexia.com.au

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