



Sustainability report

nLogic Advisory

2024

Climate Change | **Energy** | Environment

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LETTER FROM THE CEO



Nihad Harbaš

CEO, nLogic Advisory

At **nLogic Advisory**, we believe that meaningful progress comes from the ability to see the bigger picture – and the responsibility to act on it. Whether supporting energy transition, strengthening environmental governance, or helping build more resilient and resource-efficient systems, our focus remains on creating long-term value for communities, institutions, and the sustainable development.

The essence of this work goes beyond strategies and numbers – it lies in enabling change that improves lives, drives sustainable growth, and builds trust across sectors. By standing at the intersection of policy, technology, and sustainability, nLogic Advisory helps transform complexity into clarity and vision into action.

Progress requires courage, vision, and persistence. It calls for leadership ready to embrace change and accelerate the shift towards a low-carbon economy. Alongside partners and peers across the region, nLogic Advisory remains committed to building pathways that advance sustainability, unlock the potential of green energy, and secure a more resilient future.

Thank you for the continued trust and collaboration in this shared journey.

INTRODUCTION AND CONTEXT

nLogic Advisory operates as a specialized expert platform, positioned at the intersection of innovation, knowledge, and practical solutions. Founded as an Expert Hub and Think Tank, we bring together professionals from diverse fields including engineering, economics, law, and numerous other technical and social sciences to provide outstanding consulting services focused on **energy transition, environmental sustainability, renewable energy integration, climate resilience, and decarbonization** initiatives.

Sustainability lies at the core of our business model and guides every aspect of our work. Through our projects, we contribute directly to the advancement of the Sustainable Development Goals (SDGs), the Paris Agreement, and the objectives of the European Green Deal. From improving energy efficiency in public infrastructure, to designing Monitoring, Reporting and Verification (MRV) systems, to advising on climate finance and circular economy models – our consulting engagements are designed to generate real, lasting impact.

This Sustainability Report outlines our internal and external contributions to sustainable development during the 2024 reporting period. It includes our governance practices, environmental performance, employee well-being, and the sustainability outcomes of the projects we deliver. By presenting our actions transparently, we reaffirm our commitment to responsible business conduct, continuous improvement, and active participation in the United Nations Global Compact.



OUR MISSION AND VISION

Mission ---

Our mission is to provide a wide range of innovative and sustainable solutions to the business community and citizens, with the aim of improving the efficiency of clean energy production and use, mitigating climate change, reducing environmental impact and contributing to the creation of sustainable communities.

By providing high-quality consulting services and education, we are committed to creating long-term value through efficient consumption, renewable and independent energy production, and the implementation of strategic solutions that enable sustainable growth and progress for all stakeholders.

--- Vision

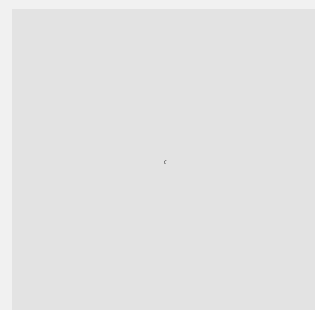
Our vision is to be a leader in transforming business communities and society towards a more sustainable future, where innovation and green technologies enable the efficient use of resources, climate change mitigation and reduced environmental impact.

Through strategic approaches and long-term initiatives, we want to create a clean and sustainable environment that contributes to a better life for people.

UN Global Compact and SDGs

In 2024, nLogic Advisory joined this initiative that brings together more than 15,000 companies and 3,000 non-business signatories based in over 162 countries, and 69 Local Networks. By becoming a part of the largest corporate sustainability initiative, we are showing clear commitment to further aligning our operations with Sustainable Development Goals and reinforcing our role as a responsible and future-focused business actor.

SDGs at the heart of our work



GOVERNANCE & COMMITMENTS

nLogic Advisory is guided by strong ethical principles, professional integrity, and a clear commitment to sustainability.

As a **signatory of the United Nations Global Compact**, we uphold its Ten Principles across human rights, labour, environment, and anti-corruption, applying them in both our internal operations and client-facing work.

In 2024, nLogic Advisory started the process of ISO certification, including:

- ISO 9001:2015 (Quality Management)
- ISO 14001:2015 (Environmental Management)
- ISO 50001:2018 (Energy Management)
- ISO 45001:2018 (Occupational Health and Safety)

These systems will strengthen our internal procedures and align us with international standards for quality, environmental responsibility, energy efficiency, and workplace safety.

Through our project portfolio, we have supported the development of human capacities, digital tools, and strategic frameworks for a just energy and ecological transition at all levels of governance. We also work closely with local actors to mobilize green investments and foster the creation of green jobs.

COMMITTMENT TO SUSTAINABILITY

We believe that **sustainability** is not just a concept – it is our direction, our responsibility, and our daily choice. In a world seeking answers to climate challenges, we choose to act. Our commitment lies in creating solutions that reduce energy consumption, protect natural resources, and help build resilient communities. At nLogic Advisory, we bring together **knowledge**, **integrity**, and **long-term vision** to shape every project, analysis, and recommendation toward one goal – a truly **sustainable** future.

01 Direction and Responsibility

Sustainability guides every strategic decision we make. We set ambitious targets for energy efficiency, resource stewardship and community resilience, and hold ourselves accountable through clear governance, transparent reporting, and ongoing stakeholder engagement.

02 Integrated Approach

Our solutions blend in-depth analysis with practical implementation. From green finance instruments and policy alignment to capacity-building programs and hands-on technical support, we ensure that each initiative delivers measurable environmental, social, and economic benefits.

03 Team and Expertise

Our people are the engine of change. With deep sector knowledge, unwavering passion, and a collaborative spirit, we turn complex challenges into actionable pathways. We're grateful for your trust and look forward to partnering on the journey to a greener, fairer, and more energy-efficient world.

IMPACT SNAPSHOT 2024

In 2024, nLogic Advisory fully integrated sustainability into every service line, auditing 109.523m² of building area, resulting in 16.6million BAM in proposed investments and 8.2millionkWh of annual savings), completing our first HVAC system audit, and carrying out comprehensive energy assessments with ISO50001 preparation in Bosnia and Herzegovina's two largest thermal power plants.

109.523

m² OF AUDITED BUILDING AREA

73

BUILDING PERFORMANCE
ASSESSMENTS

132

TOTAL IMPLEMENTED
PROJECTS

81

ENERGY AUDITS
CONDUCTED

218

ENERGY CERTIFICATES
FOR BUILDINGS

16

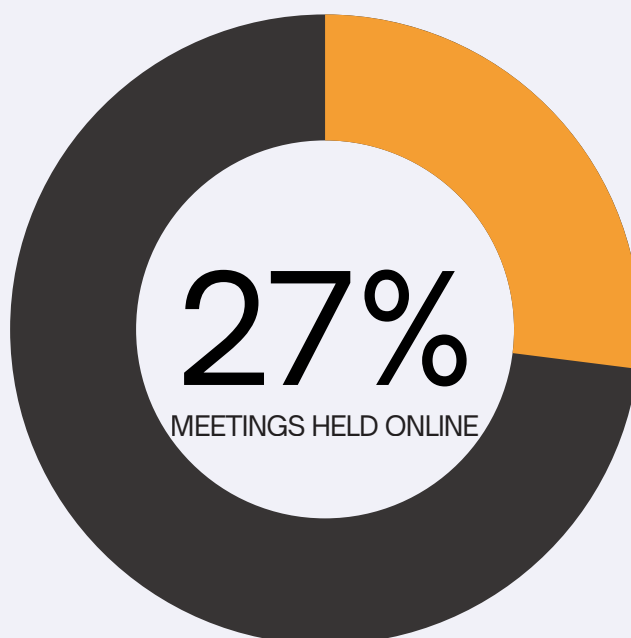
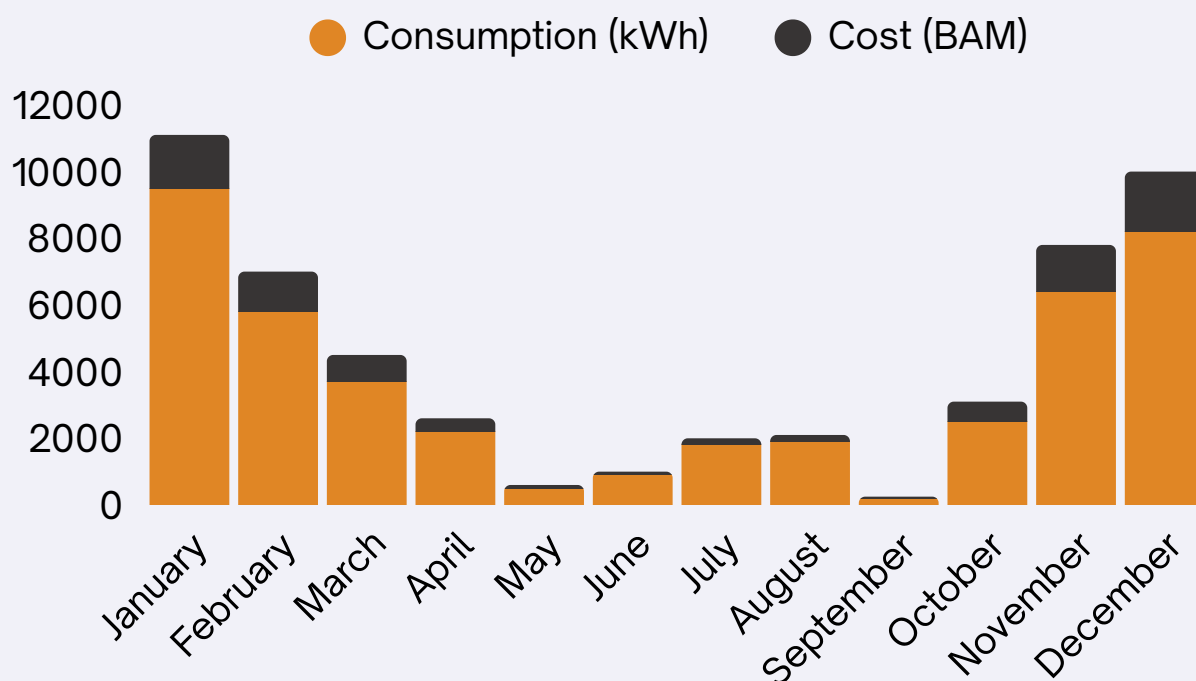
MAIN PHOTOVOLTAIC
PROJECT DESIGNS

5.151t

ESTIMATED ANNUAL EMISSION REDUCTION

ENVIRONMENTAL PERFORMANCE

Reducing Our Operational Footprint: Advancements in Energy Use and Meeting Practices in 2024



SOCIAL RESPONSIBILITY & WORKFORCE

We unite a multidisciplinary team of highly skilled professionals, including engineers, economists, lawyers, sociologists, natural scientists, and specialists across technical, social, and environmental fields - to deliver exceptional consulting and advisory solutions.

Our team in numbers

40

Vocation

social sciences
20%



technical sciences
80%

Gender

Female Male

55%

45%

We actively contribute to the communities and serve through pro bono work, mentorship, and local initiatives. **In 2024, our team organized humanitarian support for flood-affected areas in Jablanica, demonstrating our ongoing commitment to solidarity and social responsibility.**

OUR LABOUR POLICY

At nLogic Advisory, our **labour policy** is founded on trust, mutual respect among team members, and a commitment to providing a supportive work environment. Our management team strives daily to demonstrate genuine care for the growth and professional development of every team member.

Clear communication regarding workload and project milestones is essential for the effective and high-quality execution of tasks. Through ongoing communication, team members receive guidance on what is expected of them in their roles, as well as what they can expect from company leadership.

By fostering open dialogue and offering constructive feedback, we eliminate inefficiencies and create a workplace where every team member feels safe, valued, and empowered.





SOCIAL RESPONSIBILITY & WORKFORCE

In 2024, we continued to support communities through hands-on engagement and knowledge sharing. Our team delivered tailored mentoring programs for farmers and small business owners in Zavidovići and Visoko, helping them improve energy efficiency and adopt green technologies.





**We empower
sustainability through
teamwork and
innovation.**



SUSTAINABLE CONSULTING IMPACT

We support the **decarbonization** of the energy sector and industry across South-Eastern and Eastern Europe, where economies face common challenges such as high fossil fuel dependence, outdated infrastructure, and energy-intensive industries. Our services help reduce greenhouse gas emissions, modernize energy systems, and align industrial transformation with EU climate legislation, the Green Agenda for the Western Balkans, and international climate commitments.

We offer expert support in developing **sectoral decarbonization strategies**, identifying low-carbon technologies, assessing socio-economic impacts, and preparing just transition plans, particularly for coal-dependent regions. Our interdisciplinary approach ensures that the shift to a climate-neutral economy is technically feasible, socially inclusive, and economically sustainable.



Posljedice
zatvaranja rudnika u
lokalnim
zajednicama,
položaj rudara i
alternativne opcije

mart, 2025

Climate change and environmental protection

Our **climate change advisory services** focus on emission reduction strategies, climate resilience planning, and sustainable energy transitions. We provide comprehensive support, including greenhouse gas (GHG) emission studies, preparation of Sustainable Energy and Climate Action Plans (SECAP, LEAP), Nationally Determined Contributions (NDC), Biennial Transparency Reports (BTR), and climate vulnerability assessments. Additionally, we assist coal-dependent regions in transitioning to clean energy solutions through tailored strategies, education, and capacity-building activities. Our services cater to local and regional governments, companies, construction businesses, environmental organizations, and regions undergoing energy transition processes.

In the field of **environmental protection**, our services encompass strategic environmental impact assessments (EIA), regulatory compliance consulting, air quality studies, and permitting support. We provide expert assistance for developing environmental management programs, waste management plans, pollution registries, and emission reduction studies. Our solutions ensure that clients adhere to regulatory standards while promoting sustainable environmental practices, supporting both public and private sector clients across various industries and sectors.

CBAM, ETS and ESG

We provide expert support in navigating **carbon markets** and **regulatory frameworks** such as the EU Emissions Trading System (ETS) and the Carbon Border Adjustment Mechanism (CBAM). Emissions trading is a key market-based tool for reducing greenhouse gas emissions by requiring polluters to hold permits equivalent to their emissions output.

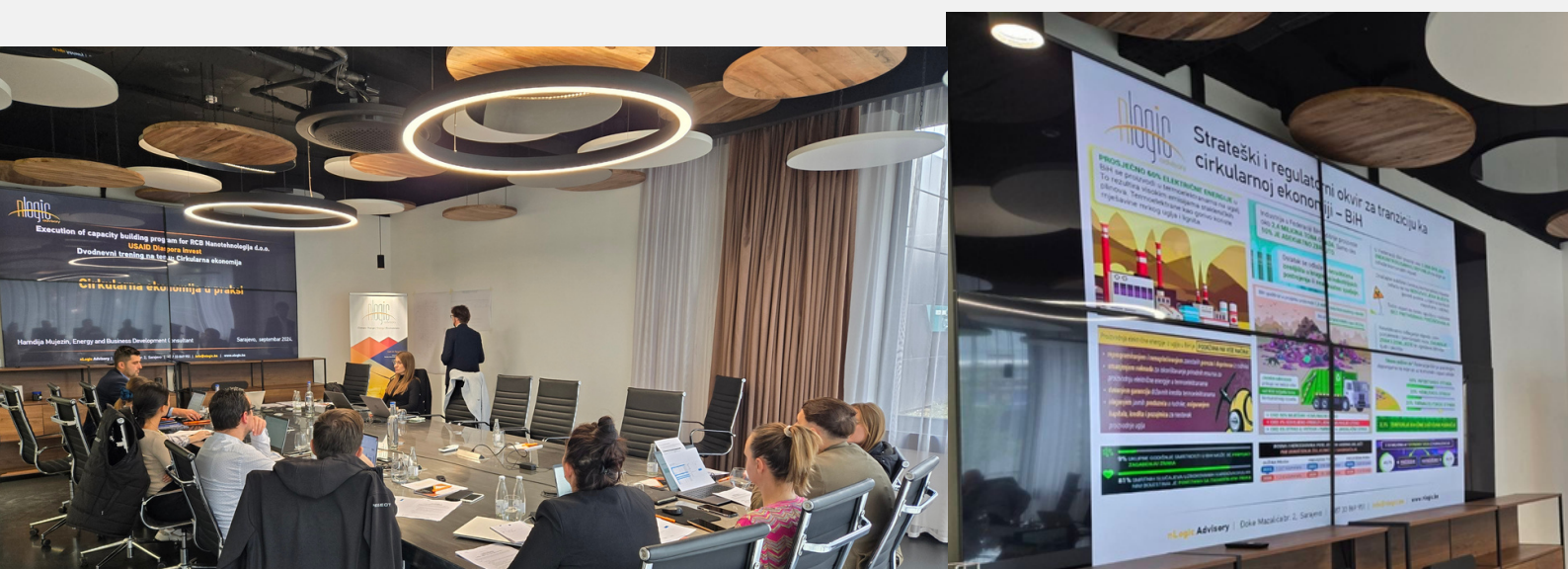
Our services include the calculation and submission of CBAM communication reports for EU importers, consulting on ETS and CBAM compliance strategies, impact assessments of these mechanisms on business operations, and training in emissions trading systems. These services are intended for public institutions and private sector entities seeking to meet regulatory requirements, reduce exposure to carbon costs, and align with international climate commitments.

Our **ESG Advisory Services** empower businesses to enhance sustainability performance, regulatory compliance, and corporate responsibility. We offer risk and opportunity assessments, ESG strategy formulation, compliance support, and comprehensive ESG reporting aligned with international standards. Our expertise covers green financing, ESG-focused investments, carbon footprint reduction, decarbonization strategies, and employee and management training programs, facilitating clients' journeys toward sustainability and long-term resilience.

Circular economy and waste management

In the field of **circular economy**, we support businesses in shifting from linear to circular models by optimizing production, reducing resource dependency, and enhancing sustainability. Our services cover process evaluations, circularity assessments, life-cycle costing (LCC), life-cycle assessments (LCA), carbon footprint analysis, waste reduction strategies, etc. By adopting circular economy principles, clients improve resource efficiency, lower environmental impact, and strengthen long-term sustainability.

Our **waste management** services help clients manage waste streams through detailed assessments, strategic planning, and sustainable reduction measures. We offer legislative consulting, waste characterization, recycling and disposal studies, hazardous and construction waste management, and waste-to-energy feasibility analysis. We also provide training and reporting to ensure environmental compliance and effective, responsible waste practices.





Through teamwork, the power of synergy and positive energy, we provide solutions for a sustainable future.

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