



Net-Zero by 2050 Action Plan

iFathom

Net-Zero Challenge

The Net-Zero Challenge is a voluntary initiative by the Government of Canada that encourages businesses to develop and implement credible plans to achieve net-zero greenhouse gas emissions by 2050.

This aligns with Canada's national targets of reducing emissions by 40–45% below 2005 levels by 2030, and reaching net-zero by 2050, as legislated under the Canadian Net-Zero Emissions Accountability Act.



NET-ZERO Challenge

Committed to a clean future

CONFIRMATION OF PARTICIPATION

Congratulations on joining the **NET-ZERO CHALLENGE**!

This document confirms that iFathom Corporation is a participant in Environment and Climate Change Canada's **NET-ZERO CHALLENGE**.

The **NET-ZERO CHALLENGE** is a voluntary initiative that aims to encourage businesses to develop and implement credible and effective plans to transition their facilities and operations to net-zero emissions by 2050.

To remain in the **NET-ZERO CHALLENGE** your company must continue to meet the participation requirements as outlined in the [Technical Guide](#). This will ensure that your company maintains active participation. You may contact the **NET-ZERO CHALLENGE** program directly at any time to seek clarification or guidance.

This document may be updated and reissued with new participant information, as necessary.

Name of Company/Business: iFathom Corporation

Current Participation Tier: Committed

Date: March 20, 2023

Please keep this confirmation document for your records.

All the best!



JOHN MOFFET

Assistant Deputy Minister / Sous-ministre adjoint
Environmental Protection Branch / Direction générale
de la protection de l'environnement

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NET-ZERO CHALLENGE

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Environment and
Climate Change Canada

Environnement et
Changement climatique Canada

Canada

Our Participation

iFathom has committed to the Net-Zero Challenge and is dedicated to achieving carbon neutrality at our Ottawa headquarters by (or before) 2050.

At iFathom, we recognize that climate change is one of the defining challenges of our time. Our decision to join Canada's Net-Zero Challenge reflects our deep commitment to sustainability, innovation, and responsible corporate citizenship.

Joining the Challenge is a natural extension of our values and our ongoing efforts to reduce our environmental footprint across operations and supply chains. We are proud to contribute to a greener future—for our communities, our clients, and future generations.

Scope Emissions

The three Greenhouse Gas (GHG) emissions scopes (adopted by Canada's Net-Zero Challenge) help categorize where emissions come from:



Scope 1: Direct Emissions

Emissions from sources directly owned or controlled.



Scope 2: Indirect Emissions from Energy

Emissions from the electricity, heating, or cooling purchased and consumed, though generated off-site.



Scope 3: Other Indirect Emissions

Other indirect emissions that occur in a value chain.

Our Baseline Emissions

Scope 1:

N/A

As a Stream 3 office-based organization, iFathom does not contribute to direct emissions outlined in Scope 1.

Scope 2:

2.986 tonnes CO₂e

Our electricity consumption is divided among: heating, ventilation, air conditioning (HVAC), general lighting, domestic hot water, task lighting, and office equipment.

Scope 3:

18.901 tonnes CO₂e

iFathom's Scope 3 GHG emissions inventory includes:
Category 6: Business Travel = 3.253 tonnes CO₂e
Category 7: Employee Commuting = 15.648 tonnes CO₂e

Baseline emissions can be thought of as a “before picture” in a sustainability journey. Our baseline emissions are from 2023, and focus on our headquarters in Ottawa, Ontario.

We set various GHG reduction goals, rooted in our baseline emissions and acknowledgement that...

In an office space like ours, the top energy consumers are: HVAC, lighting, equipment, servers, kitchen appliances, and plug loads.

We aim to address these areas in pursuit of our interim goals.



First Interim Goal: 2030

Scope 2:

First Interim Goal: Scope 2

By 2030, we aim to reduce our Scope 2 emissions by 40%, going from **2.986 tCO₂e** to **1.79 tCO₂e**



Scope 3:

First Interim Goal: Scope 3

By 2030, we aim to reduce our Scope 3 emissions by 40%, going from **18.901 tCO₂e** to **11.3406 tCO₂e**.



*note: Scope 1 is not applicable to iFathom and therefore not included in any interim goals

First Interim Goal: 2030

Key Planned Actions

- begin renewable electricity procurement where applicable
- further promote hybrid work to reduce employee commute
- encourage ride-share and public transportation when hybrid work is not applicable
- launch employee sustainability awareness program(s)

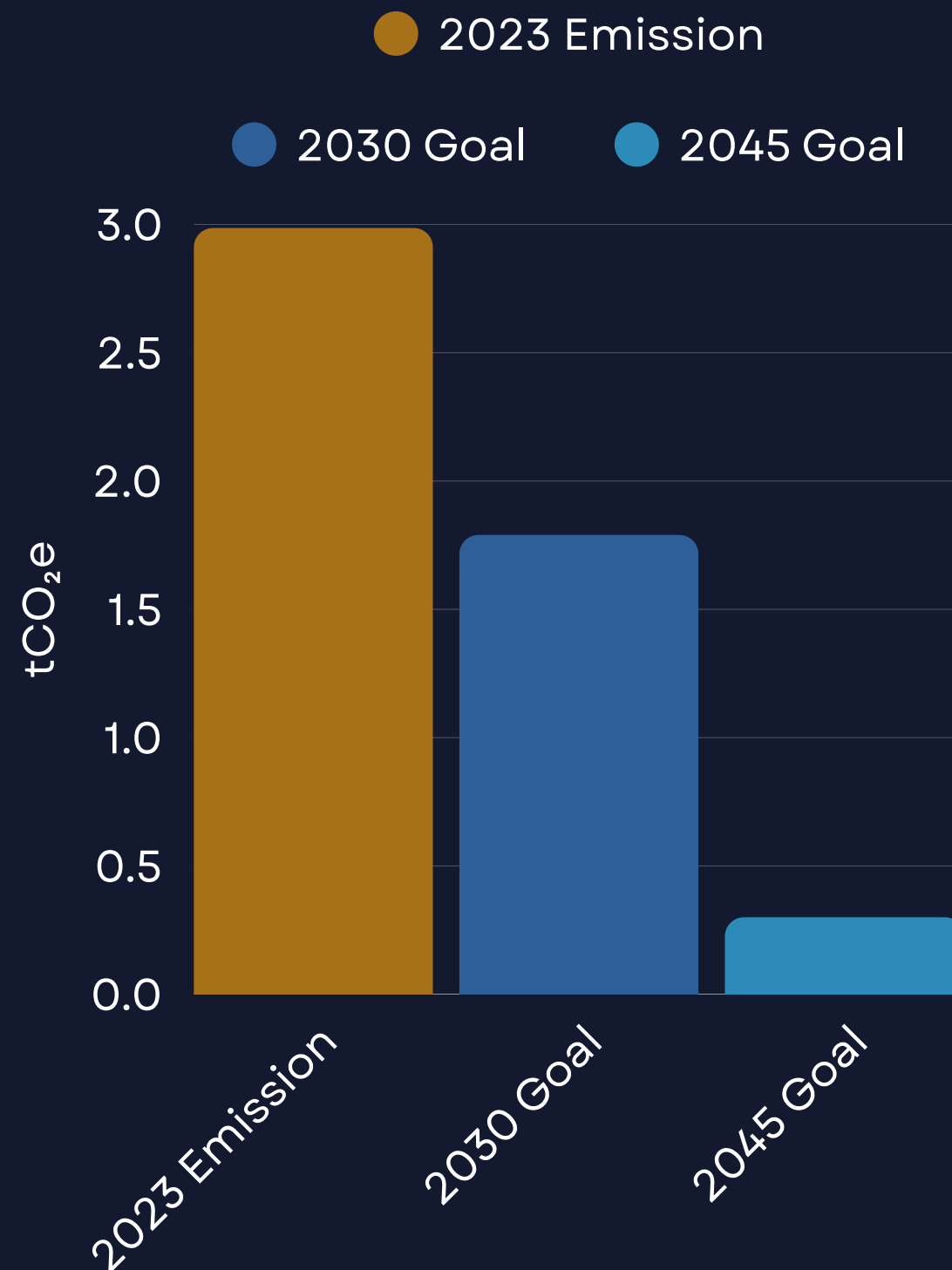


Second Interim Goal: 2045

Scope 2:

Second Interim Goal: Scope 2

By 2045, we aim to reduce our Scope 2 emissions from **1.79 tCO₂e** (2030 goal) to **0.30 tCO₂e** (83.24% reduction). This is a **89.93%** reduction from our baseline emissions.



Scope 3:

Second Interim Goal: Scope 3

By 2045, we aim to reduce our Scope 3 emissions to **3.78 tCO₂e** – an 80% reduction from our baseline emissions of 18.901 tCO₂e. This follows our interim 2030 goal of 11.3406 tCO₂e (a 40% reduction).



*note: Scope 1 is not applicable to iFathom and therefore not included in any interim goals

Second Interim Goal: 2045



Key Planned Actions

- achieve 100% renewable energy
- further invest in energy efficient office equipment and appliances (such as laptops and monitors)
- utilize emerging technologies and nature-based solutions on-site to remove any remaining CO₂.

2050: Net-Zero

By or before 2050, iFathom aims to achieve net-zero greenhouse gas emissions across all scopes.

We will maintain zero-emission operations and conduct annual plan reassessment to ensure alignment with evolving science-based targets.



SPECIAL REPORT

Global Warming of 1.5 °C



Scenario Analysis

iFathom considered multiple climate-related scenarios to inform our net-zero planning, including those aligned with the IPCC Special Report on Global Warming of 1.5°C.

Scenario assumptions included: anticipated energy decarbonization, efficiency improvements, and evolving supply chain behaviors. These inputs informed our absolute reduction targets for Scope 2 and selected Scope 3 emissions.

Our scenario analysis was based on publicly available scenarios from the IPCC and other authoritative sources. We used these to benchmark our emissions pathway and ensure our interim targets (40% by 2030; 80–90% by 2045) fall within the ranges consistent with science-based trajectories. Inputs included: current GHG inventory data (2023 baseline), energy consumption trends, remote work assumptions, and emission factors from national reporting tools.

While formal quantitative modeling was not conducted, this high-level scenario alignment informed our net-zero trajectory.

Scenario Analysis Example

Scenario	Description	Scope 2 Implication	Scope 3 Implication	Alignment with iFathom
P1 – 1.5°C Sustainability	Low energy demand, behavior shift, strong policy	Grid becomes very low-carbon by 2040	Major shift to virtual work & clean transport	Strong alignment with iFathom's emissions reduction strategy and operational context
P2 – 1.5°C Technology Driven	Moderate energy demand, more reliance on technology	Grid decarbonizes slower	Travel offset by increased innovation and virtual collaboration	Generally consistent with iFathom's operational model, though some assumptions about energy control may not fully apply
P3 – 2°C Temporary Overshoot	Delayed emissions reductions, increased reliance on carbon removal technologies	Grid lags; emissions remain higher longer	Travel & commuting stay high until ~2040	Moderately aligned with iFathom's emissions profile, with certain mismatches due to delayed reductions and higher reliance on carbon removal
P4 Prolonged Overshoot	High reliance on carbon removal technologies, delayed emissions cuts	Grid emissions stay high, heavy reliance on tech	High travel, low behavior change	Limited alignment, given the heavy reliance on future technologies and delayed emissions reductions

To maintain our goals among unforeseen circumstances and scenarios ...

We will:

- build flexibility into our plan
 - re-evaluate annually and update reduction levers as needed
- track external dependencies
 - ex. energy grid improvements and transit upgrades
- educate and engage employees regularly
- identify offset strategies early to be prepared in the event that residual emissions remain by 2045



Interim Goal Summary

Year	Scope 1	Scope 2	Scope 3	Total Emissions
2023 (Baseline)	N/A	2.986 tCO ₂ e	18.901 tCO ₂ e	21.887 tCO ₂ e
2030 (First Interim)	N/A	1.79 tCO ₂ e	11.3406 tCO ₂ e	13.13 tCO ₂ e
2045 (Second Interim)	N/A	0.30 tCO ₂ e	3.78 tCO ₂ e	4.08 tCO ₂ e
2050	Net-Zero			



As a people-first organization, our sustainability efforts reflect our core values of: positively impacting our community, integrity, learning, ownership, and being a team player. We will continue to reduce emissions across our operations, collaborate with partners and clients who share our climate goals, and regularly report on our progress to ensure transparency.

This Net-Zero Action Plan is not just a roadmap – it's a declaration of intent. Together, with our team and community, we are building a more sustainable future – one that supports both the planet and the people who call it home.

For more information, visit:

ifathom.com

[The Net-Zero Challenge.](#)