ThinkZero®

Impact Report

2021-2026

5 years

2 impact pathways

1 purpose



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We honour the First Peoples and Indigenous peoples of every land we work across, and recognise their enduring relationships across land, waters, culture, knowledge and generations.

As the original stewards of land, sea and sky, their wisdom and guardianship continue to inform our understanding of sustainability and our vision for a just and regenerative future.

This Impact Report summarises ThinkZero's activities and impact from 2021–2026 based on internal records, client reports, accreditation data, participant feedback and selected public sources. Quantitative results are reported on the basis available at the time of publication and may include estimates or modelled outcomes where identified. Case studies are illustrative and, where appropriate, have been anonymised or aggregated to protect client confidentiality. This report is intended for general information only and does not constitute financial, legal or professional advice.

From our Founder

From a single course to two impact pathways

ThinkZero started in 2021 with a belief that people cannot act on sustainability if the knowledge stays technical, abstract or inaccessible. For the first half of our story, our impact was almost entirely through training and capability building.

In mid-2024, ThinkZero became a formal advisory practice too. Since then, the two pathways have grown together: capability building develops the confidence to act, while advisory creates the evidence, strategy, governance and decision pathways that make action possible.

Across both pathways, the common thread has been practical impact.

I have always wanted ThinkZero's work to be useful beyond the moment of delivery: to leave people more confident, organisations better equipped to make decisions, and sustainability work more connected to the realities of governance, operations and implementation.

That has shaped how we design our training, how we approach advisory work, and how we choose where to invest our time beyond paid engagements.

This report tells both stories.

While I am confident that ThinkZero's impact to date is even broader than this report illustrates, we aimed to use only the evidence we can substantiate as we tell the five-year impact story of ThinkZero.

C.G.

Dr Cle-Anne Gabriel
Founder & Managing Director





5 years of Capability Building

50+
Australian organisations reached

4
regions - Australia, Middle East, Asia, Caribbean

97%
of respondents satisfied or very satisfied

4
ready-to-deploy learning programs

2,100+
people trained

1,000th
accredited Carbon Literacy course worldwide

World First
Bronze-certified Carbon Literate port



ThinkZero®
Impact Dashboard

2.5 years of Advisory

30+
discrete ESG, climate change or sustainability strategy projects

23
organisations supported

12
sectors supported

15
multi-year relationships

Our Story

Two pathways. One Purpose.

TRAINING AND CAPABILITY

2021

Building on the success of Australia's first Carbon Literacy program at the University of Queensland, Australia, ThinkZero Training begins offering tailored programs to corporates.

2022

Corporate delivery expands. Multi-year organisational programs begin with Transurban, then ports and maritime as our first client sector. ThinkZero hires its first casual facilitators.

The world's first Bronze-accredited (Carbon Literate) port was a ThinkZero client.

2023

Programs extend beyond ports to include other infrastructure, transport and logistics clients, as well as government agencies, and service-based organisations.

Demand grows from Boards and C-suite to middle-management.

ThinkZero delivers training in Asia for the first time - a DFAT funded program in Jakarta, Indonesia.

Carbon Literacy is delivered to our first cohort of frontline workers at a port in Australia.



OUR IMPACT MODEL

ThinkZero

2024

Our new Carbon Literacy program for the Middle East and UAE is accredited. The first UAE program is delivered in partnership with WSP Middle East.

Our first Caribbean cohorts complete their executive training in Sustainability and Climate Risk.

Launch of the first issue of our sustainability magazine, Zero In.

2025

We deliver our first ASRS AASB S2 training programs to the Board and executive of organisations in various sectors, including transport and infrastructure, government agencies, and one of Australia's major energy generators.

ThinkZero expands executive climate-risk learning in the Caribbean, and collaborates with Harvard Business Impact Education to design a program on ESG strategy implementation.

ThinkZero is appointed to the Greater Whitsundays' Panel of ESG Service Providers.

2026

ThinkZero produces the world's 1,000th Carbon Literacy program.

Two new programs are offered to Australian clients - Circular Carbon, and Nature and Circularity. The latter is pilot-tested with Ports Australia - the national peak industry body representing Australia's port authorities.

ThinkZero Online - our proprietary online learning environment - goes live for the first time.

ADVISORY

2024

Mid-2024, ThinkZero Advisory launches in Australia.

Our Founder joins the business full-time - hires staff and engages sub-contractors to support growth and delivery.

Our first advisory contract signed is a project to design an Emission Reduction Scheme.

ThinkZero supports Volvo Buses Global with its electrified transport campaign around a sustainable Brisbane 2032 Olympic and Paralympic Games.

2025

ThinkZero signs its first multi-year retainer contract. Others follow and the idea behind our "helping hands" advisory offer begins to take shape.

ThinkZero's governance and strategy work under the IFRS and ASRS S2 standards expands. We begin to support Groups 1-3 organisations with their obligations under mandatory Australian reporting standards.

ThinkZero-led Just Transition video showcase at COP30 Brazil.

Our Greenwashing Risk Assessment© offer is developed and delivered to our first client.

The advisory practice scales and diversifies. ThinkZero launches the UQ–GW3 Climate Change Reports for SMEs program, launches Greenwashing Risk Assessment© more broadly, expands climate governance and ASRS S2 work, and deepens technical carbon-footprinting.

2026

ThinkZero begins to explore other opportunities in the European and Asia-Pacific markets.

ThinkZero publishes its first Impact Report 2021-2026.

01 Capability Building

Five years of climate and sustainability learning designed to move people from awareness to confidence, and from confidence to action.



ThinkZero delivers its first training program in Jakarta, Indonesia, funded by the Australian Department of Foreign Affairs and Trade (DFAT).

Remember when...

Australia's first Carbon Literacy program was recognised in the Australian Financial Review.



FINANCIAL REVIEW

PLATINUM 70 YEAR

Home Companies Markets Street Talk Politics Policy World Property Technology Opinion Wealth Work & Careers Life & Lux

Work & Careers Education Executive education

Carbon literacy course teaches a common language

Cle-Anne Gabriel is on a march to educate as many people as she can as to what actions they and their companies can take in tackling sustainability and climate change, with 1000 students having undertaken her carbon literacy course last year.

Julie Hare
Education editor

Apr 10, 2022 - 3.49pm

Save Share

What began as an internal course for University of Queensland staff and students, has now been embraced by corporations such as PwC and Boeing which are looking for staff to have more agency over their individual roles in addressing climate change but help their companies move forward on decarbonisation plans.

ThinkZero began as a training business registered in 2021, with a simple premise: sustainability learning should do more than transfer knowledge. It should give people the confidence, language and practical tools to act. Five years later, capability building remains one of our two core impact pathways.

Our programs have now reached learners across four regions: Australia, the Caribbean, the Middle East and Asia, including DFAT-funded programs in India and Indonesia. We have worked with audiences ranging from Boards and executive teams to technical specialists, professional staff, frontline workers, students and emerging leaders.

Our approach starts with understanding the people in the room. A Learning Needs Assessment helps us identify existing knowledge, priorities and context before delivery, allowing programs to be tailored to the decisions participants actually make.

The impact is reflected both in feedback and in what participants commit to doing next. Across programs, learners have described the experience as "very engaging and inspiring", said they came away "motivated and more empowered", and in one recent program argued that the training "should be mandatory for all staff."

Participants have gone on to identify actions spanning energy efficiency and renewable energy, lower-emissions transport, waste reduction and circularity, supplier and procurement requirements, lower-carbon project design, nature and revegetation, and using their own professional influence to drive change across teams and organisations. Multi-year organisational programs have also shown that capability building can move beyond individual behaviour change into governance, project decision-making, procurement and workplace culture.

This work has included designing and having certified the world's 1,000th accredited Carbon Literacy course, supporting the world's first Bronze Carbon Literate port, and expanding from Carbon Literacy into Nature & Circularity, Circular Carbon, AASB S2, Climate Risk, and bespoke executive and organisational learning.

Perhaps the clearest signal of value is that just over 65% of our institutional training clients return for further work.

As ThinkZero enters its next five years, the focus is on deepening that journey: more role-specific learning, more executive and frontline capability, stronger links between training and implementation, and an expanding suite of programs delivered through ThinkZero Online.

From Boardrooms to the frontlines

ThinkZero has deliberately designed learning for different levels, functions and operating contexts.

Just over

65%

of our training clients come back for more.

As of 2026, new client demand for

AASB S2

training has overtaken demand for Carbon Literacy.



A Boardroom session with infrastructure executives in Sydney, Australia



Young people in the Caribbean understand that impactful learning is a precursor to action.



ThinkZero's first operations cohort

Learning across contexts

From ThinkZero's home in Australia, to the Caribbean, the Middle East and UAE, and Asia-Pacific, the program design changed with the audience, while the core objective stayed the same:

build confidence to act.

By 2026, ThinkZero had expanded into a broader suite of climate, circularity, nature and reporting-readiness learning programs.

Across cohorts and clients, post-training commitments consistently clustered into six practical themes.

Energy
Efficiency • solar • batteries • green power

Transport
Fewer journeys • carpooling • cycling • EV choices

Waste
Composting • recycling • food waste • reuse

Projects
Procurement • tender requirements • life-cycle thinking • new materials

Nature
Native planting • tree cover • carbon sinks

Influence
Teams • families • champions • professional decisions



A Boardroom training session, delivered in partnership with WSP Middle East, at the Dubai Multi Commodities Centre (DMCC).

02 Advisory

Approximately 2.5 years of formal advisory work, translating sustainability complexity into practical, Board-ready decisions and implementation pathways.



ThinkZero client, StemSafe, which operates in the mining drill and blast sector.

Evidence to decisions. Decisions to transition.

Every output serves a decision, and does not simply become another deliverable.





For ThinkZero's first three years, the business was deliberately narrow in scope. While founder Dr Cle-Anne Gabriel worked full-time in Big 4 consulting, ThinkZero operated only as a part-time side business delivering its accredited Carbon Literacy program via casual facilitators.

ThinkZero undertook no advisory work during that period. The advisory practice began in 2024, after Cle-Anne left her corporate role, drawing on her experience across decarbonisation, climate governance, transition planning and sustainability strategy to establish ThinkZero as a specialist boutique practice.

In just over two years, the advisory practice has grown, supporting approximately 23 organisations, delivering 30+ ESG, climate change and sustainability strategy engagements, and building its own internal advisory infrastructure in the process.

The work has ranged from discrete technical assignments through to multi-year embedded advisory relationships on retainer, spanning governance, risk, reporting readiness, emissions management and transition planning.

Our advisory approach is organised around five stages of impact.

Measure establishes the evidence base through GHG inventories, Scope 3 analysis, carbon footprints, lifecycle assessments and emissions data reviews.

Understand Risk translates that evidence into climate and nature risk assessments, scenario analysis, materiality, transition risk and disclosure readiness.

Decide supports Boards and executives to turn complexity into clear choices through climate governance, targets, transition architecture, internal carbon pricing, strategy development and decision frameworks.

Act converts those choices into practical roadmaps, emissions-reduction pathways, reporting systems, assurance-readiness actions and staged implementation plans.

Strengthen tests the credibility of the work through peer review, greenwashing risk assessment, pre-assurance and other assurance-readiness checks.

Across these engagements, ThinkZero's role has increasingly been to connect work that is often treated separately: emissions data, governance, risk, reporting, strategy and organisational capability.

The aim is not simply to produce another consultant report, but to create outputs that can be used in real decisions.

As the advisory practice matures, ThinkZero is moving further into Board-ready transition planning, AASB S2 readiness, climate and nature integration, verification work, and practical implementation support.

The focus for the next phase is clear: help organisations move from knowing what the issues are to deciding what matters, acting on it, and being able to demonstrate progress credibly.

Board-ready transition architecture

For 2.5 years, we've worked to ensure our advisory work is designed around the decisions an organisation needs to make, not around producing disconnected consultant reports.

We've delivered

30+

discrete ESG, sustainability, or net zero strategy / transition outcomes and assets in the last two years

12

sectors supported

15

multi-year client relationships

REGIONAL + NATIONAL

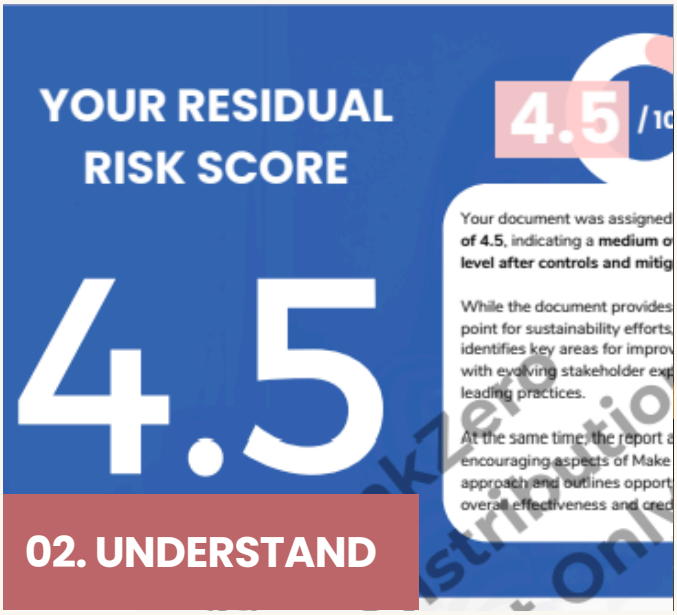
Public sector, infrastructure, resources, SMEs and more

ThinkZero's advisory work has expanded across strategy, governance, reporting, technical analysis and transition planning.

GHG Inventories, incl. Scope 3	Sustainability Plans & Strategies	Net Zero Strategy	Nature
Emission Reduction Validation Scheme	IFRS / AASB S2	Circular Economy	Stakeholder Mapping
Greenwashing Risk	Decarbonisation Roadmaps	Scenario Analysis	Governance and Accountability
Transition Planning	Expert / Peer Reviews	Pre-assurance Report Drafting	Product Life Cycle Assessment (LCA)
Internal Carbon Pricing	GRI and other Reporting Frameworks	Material Flow Assessments (MFAs)	



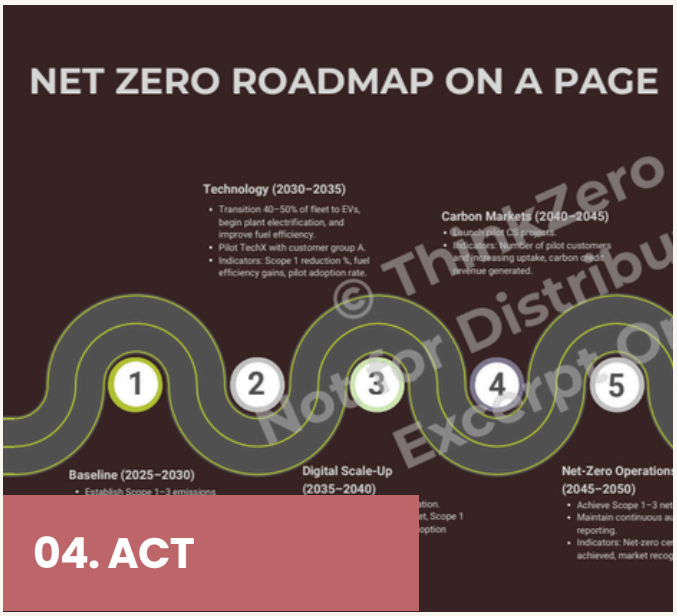
01. MEASURE



02. UNDERSTAND



03. DECIDE



04. ACT



05. STRENGTHEN



Impact in Practice 01

Embedded Advisory:

Two Years with ThinkZero on Retainer

IMPACT: Nine connected climate and sustainability foundations delivered over two years, without the client needing to add permanent specialist headcount.

The retainer model gave the organisation flexible access to climate governance, risk, strategy, reporting, decarbonisation and capability expertise as priorities evolved.

Rather than recruiting separate internal specialists or repeatedly procuring discrete consulting projects, the client could draw on ThinkZero as an embedded extension of its team.

By close-out, the engagement had left behind nine connected foundations spanning enterprise climate risk, governance, sustainability strategy, greenwashing review, internal carbon pricing, decarbonisation, reporting systems, assurance readiness and organisational capability.



Charles Coverdale delivers ThinkZero training at the Port of Brisbane.

IMPACT

9

discrete but connected climate and sustainability foundations for a major infrastructure company

0

additional permanent specialist hires required

An embedded climate team, without building one in-house

Impact in Practice 02

Regional Transition:
Making Climate Strategy usable for Smaller Organisations

IMPACT: Climate strategy became accessible to regional SMEs that would rarely have the resources to commission conventional climate consulting.

Across two annual cohorts, the UQ–GW3–ThinkZero model has enabled regional businesses to understand their emissions, climate risks, transition scenarios and practical reduction opportunities while building the evidence increasingly requested by larger mining, resources and construction customers.

The model also creates a multiplier effect: SMEs receive high-value technical support, university students gain experience applying their skills to real businesses, and the region develops climate capability rather than importing it project by project.



ThinkZero provides sustainability reporting support to C&C Civil & Mining Construction



Australian SME, JPR Welding, was one of 7 SMEs who received climate reporting support in 2025.

IMPACT

11

regional SMEs given access to practical climate analysis and transition support

Approx.

200

students gain experience applying skills to real businesses

Democratised access to climate strategy services.

Greater regional capability and self-reliance.

Impact in Practice 03

Product LCA:

A public case study from the drill and blast sector

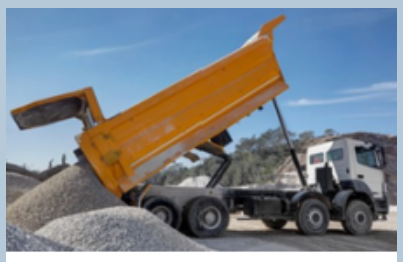
IMPACT: Carbon analysis changed the question from "Which product has lower emissions?" to "Where are the emissions actually occurring, and what should we change next?"

The comparative assessment identified up to 97% lower direct stemming emissions and around 30× lower direct CO_2e from transport and use for the alternative product under the study assumptions.

But the lifecycle analysis also exposed the importance of upstream raw materials and international supply chains.

That gave the client something more valuable than a favourable headline: an evidence base for product improvement, local manufacturing decisions, lower-carbon sourcing and more defensible environmental claims.

Rigorous LCA revealed both the product advantage and where the next reductions need to come from.



Transport to Stemming Site



Stemming Process



IMPACT

Evidence of

30× lower direct CO_2e

from transport and use at the mine site under the study assumptions

Up to

97%

lower direct stemming emissions

224

blast holes assessed using a defined functional unit and cradle-to-gate plus use-phase boundary

Impact in Practice 04

Greenwashing Risk Assessment©:

Strengthening the Credibility of Sustainability Claims

IMPACT: Reducing regulatory and reputational exposure while helping organisations communicate more truthfully with the people who rely on their claims.

ThinkZero's Greenwashing Risk Assessment© helps clients identify language, evidence and governance weaknesses before they become public problems. That can include challenging how an organisation talks about coal exposure within its value chain, distinguishing transition from diversification, qualifying future-facing targets and ensuring sustainability claims accurately reflect the organisation's actual influence and progress.

The risk is increasingly material. Australian greenwashing enforcement has ranged from $13,320 infringement notices to $12.9 million individual court penalties, with ASIC's first three greenwashing court cases producing $34.7 million in combined penalties.

The impact of this work therefore goes beyond protecting the client: clearer, evidence-based claims also help consumers, investors and other stakeholders make better-informed decisions, which is precisely why regulators emphasise truthful, substantiated and transparent environmental claims.



Dr Cle-Anne Gabriel in conversation with a client in 2022.

IMPACT

$34.7M

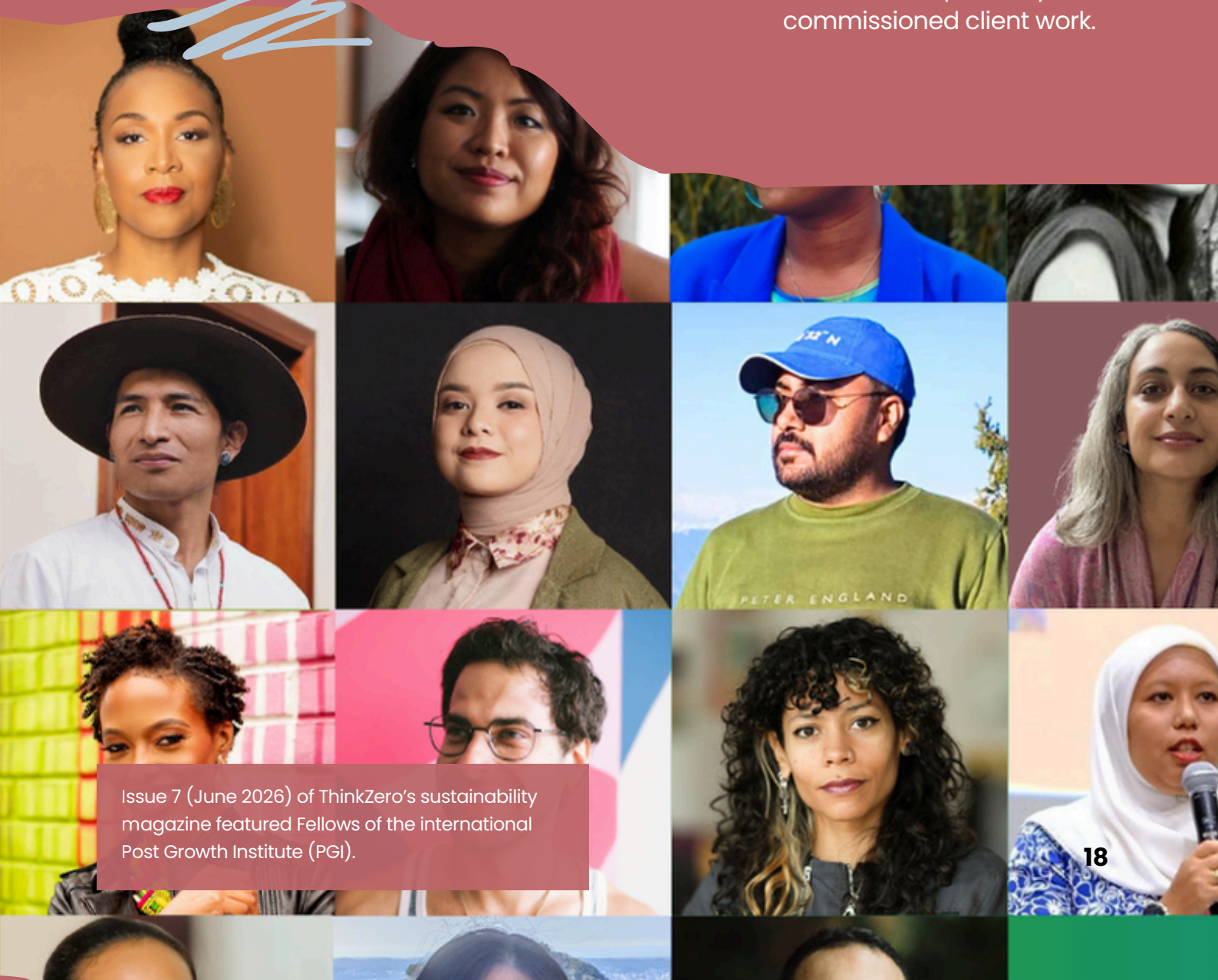
combined penalties from ASIC's first three greenwashing court actions only

In this context, ThinkZero has helped with:

Better claims. Lower risk. Better-informed stakeholders.

03
Impact beyond Outputs

Five years of using our platform, networks and voice to create impact beyond commissioned client work.



Issue 7 (June 2026) of ThinkZero's sustainability magazine featured Fellows of the international Post Growth Institute (PGI).

Not all impact is captured in a contract.

ThinkZero is not only a business. It is a platform for ideas, connection and action.





Not all impact is captured in a contract, training register or final report.

From the beginning, ThinkZero has also invested in ideas, platforms, partnerships and communities that help sustainability conversations travel further than any individual engagement.

One of the clearest examples is Zero In, ThinkZero's quarterly digital magazine. Created as an accessible platform for sustainability ideas, practical experience and diverse voices, Zero In has grown from fewer than ten readers at launch to 16,500+ readers across eight quarterly issues and counting, reaching audiences in Australia and internationally.

Special editions have also created space for issues and voices that might otherwise sit outside traditional corporate sustainability conversations, including a special publication supporting the International Day of the Girl breakfast hosted by UNIQ You and editions highlighting regional Queensland businesses and sustainability leadership.

ThinkZero has also contributed through public speaking and thought leadership, including keynote participation at the Smart Cities Summit in Adelaide, industry forums and conversations designed to connect climate, sustainability, innovation and implementation.

We have created and co-created spaces for practitioners to learn from each other, including co-founding and co-hosting the Women in Sustainability Collective, with plans to revive the community as ThinkZero enters its next chapter.

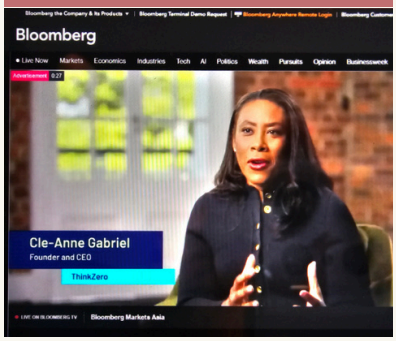
Our contribution has also extended into the wider energy-transition ecosystem. Through work connected with the Alliance for a Just Energy Transformation, and the JET Deal Room, ThinkZero has helped bring together investors, project developers, policymakers and other transition actors around the practical challenges of moving capital and projects forward.

Alongside this are collaborations with universities, regional development organisations, industry bodies and international partners, and initiatives supporting students, women, girls and emerging leaders.

Taken together, these activities reflect a deliberate choice: to use ThinkZero not only as a business, but as a platform for ideas, connection and action.

The next five years will build on that role through stronger thought leadership, renewed communities of practice, deeper regional and international partnerships, and more opportunities to convene people around the sustainability challenges they cannot solve alone.

A 2023 project by Bloomberg and Trade and Investment Queensland (TIQ).





What changed because of our work

Not every meaningful outcome can be reduced to a number. The recurring patterns matter too.

01 Stronger governance

Clearer ownership, decision rights, escalation and Board oversight

02 More confident people

Staff and leaders better able to discuss sustainability, nature, climate risk and transition

03 Better decisions

Sustainability considerations integrated into procurement, projects and investment choices

04 Greater reporting readiness

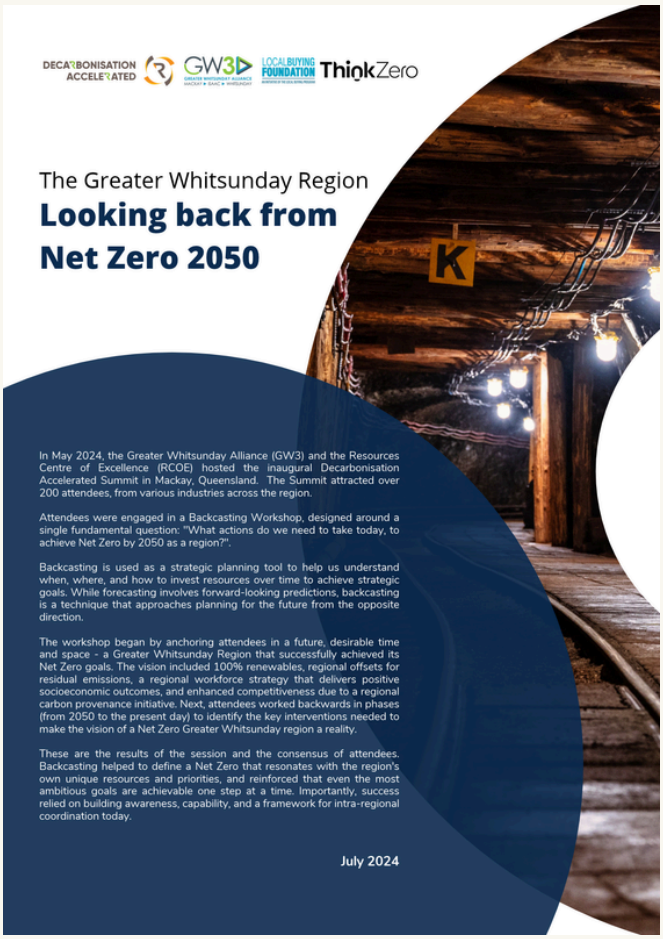
Evidence, governance and controls strengthened ahead of mandatory disclosure

05 More credible claims

Sustainability language tested against evidence and greenwashing risk

06 Practical transition pathways

Complex ambitions translated into staged, implementable actions





Two years of **Zero In**

Zero In is ThinkZero's quarterly magazine. It has reached

16,500+

readers over 8 quarterly issues - and counting!



Top reader countries

Australia	43%
USA	12%
Singapore	12%
Germany	7%
Netherlands	3%
India	3%
Other	20%

The people behind the journey

Part of ThinkZero's impact is the people who have led, supported and worked behind the scenes, who leave us better equipped for what comes next.







ThinkZero has always been intentionally small, supported by a flexible network of employees, graduates, associates, contractors and advisers.

One of the most rewarding parts of the journey has been giving early-career professionals meaningful exposure to real client work before they move on to substantive roles elsewhere. We see that as part of our impact too.

As the business evolved, so did the infrastructure around it. Julia Chun, ThinkZero's inaugural Director of Operations, helped establish stronger operational foundations during an important period of growth.

Since then, continued operations support has helped build the HR and governance systems needed to work professionally and flexibly, including our Culture Guide, Employee Handbook, Code of Conduct and health and safety framework.

Our training clients became familiar with Fiona Mwangangi and Janine Dyer working behind the scenes on program administration and operational support.

Janine has also been instrumental in launching, writing, or editing several issues of our quarterly magazine, Zero In.

In the early days, Luke Mulder, Alex Stathakis and Charles Coverdale supported as subcontracted facilitators as well.

ThinkZero has also benefited from trusted strategic advisers. Cesar Carreño-Chasin helped shape our thinking around entering Europe and expanding internationally.

Our owners, the Gabriel family, have provided long-standing support as an informal Advisory Committee, challenging ideas, testing decisions and helping provide continuity as the business changed.

These systems were not built to turn ThinkZero into a large firm.

They were built to give us the structure to stay small but reputable, the confidence to work flexibly, and the ability to bring in the right people for the right work.







Alliance for Just Energy Transformation (AJET)

ThinkZero worked alongside organisations including WWF, UNDP, KPMG and REN21 through the **Alliance for Just Energy Transformation (AJET)**, helping develop practical approaches to a just and investable energy transition across the Asia-Pacific. ThinkZero led development of the **JET Deal Room**, a marketplace concept designed to connect promising transition projects with financiers, partners and the support needed to move them forward.

The pilot went beyond convening. ThinkZero helped bring project developers and potential funders into structured conversations around real opportunities. Lessons and stories from the work were subsequently brought together in an impact film presented at the **Australia Pavilion at COP30 in Brazil**, taking regional transition projects and the Deal Room concept onto a global stage.

IMPACT: Helping bridge one of the transition's persistent gaps: the distance between good projects and the capital, partnerships and visibility they need to progress.

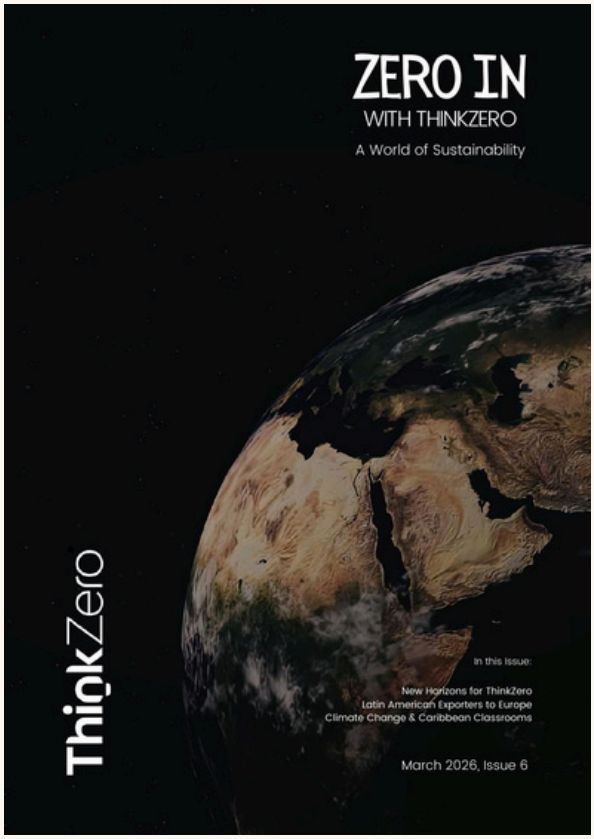
Taking sustainability beyond the usual audience

ThinkZero has also used public speaking as a way to take sustainability ideas into broader conversations about cities, infrastructure, business and economic transition. This has included keynote and conference contributions such as the **Smart Cities Summit in Adelaide**, alongside industry forums, executive events and international discussions.

These engagements give ThinkZero an opportunity to translate specialist climate and sustainability issues into the language of strategy, infrastructure, investment and implementation, reaching audiences that may not engage with conventional sustainability channels.

IMPACT: Helping move climate and sustainability from a specialist conversation into mainstream leadership and decision-making.





Making space for other voices

Zero In was never intended simply to be a ThinkZero marketing channel. From the beginning, the magazine has created space for practitioners, regional businesses, academics, community organisations and emerging voices to share perspectives on sustainability that may not otherwise reach a broad professional audience.

That has included profiling regional Queensland SMEs, sharing stories from outside the traditional sustainability sector, and producing a special issue supporting the International Day of the Girl breakfast hosted by UNIQ You, for example. With more than 16,500 readers across Australia and internationally, Zero In has become another way ThinkZero can use its reach to amplify the work, ideas and experiences of others.

IMPACT: Using ThinkZero's platform to broaden whose knowledge, experience and leadership are visible in sustainability conversations.

Bringing sustainability into executive decision-making

ThinkZero's relationship with client **Procurious and The Faculty** provided a platform to bring climate, ESG and sustainability into conversations with senior procurement and finance leaders from some of the world's largest organisations. Through executive forums and tailored sessions, the focus has been practical: what climate transition means for supply chains, procurement, investment, risk and the decisions CFOs and CPOs are already making.

IMPACT: Taking climate action beyond sustainability teams and into the rooms where procurement, capital, supplier and enterprise decisions are made.



ThinkZero co-hosts a meeting of the Women in Sustainability Collective (WISC) in 2024.

What's Next?

Our work must be useful.

The first five years built the foundations. The next chapter begins from a more complicated place.

Like many small businesses navigating a tough economic period, **ThinkZero has come through a very difficult year, and the next phase is one of rebuilding with greater focus and discipline.** Some of that rebuilding is commercial. Some is operational. Some is about deciding, with greater discipline, which markets, partnerships and opportunities are worth pursuing. But the business has also come through that period with a clearer sense of what it does well, where it creates value, and the kind of business it wants to remain.

The two impact pathways that now define ThinkZero - **Capability Building and Advisory** - will continue to guide that next phase. Across both pathways, one principle will remain constant: **our work must be useful.**

Capability Building will become more role-specific, more closely connected to implementation, and increasingly supported through ThinkZero Online. Advisory will deepen around transition planning, climate governance, ASRS / AASB S2 readiness, nature-related strategy, verification and assurance-adjacent work, and practical implementation support.

Internationally, ThinkZero will continue to explore opportunities in Europe, the Middle East and the broader Asia-Pacific region, but growth will be deliberate rather than growth for its own sake.

The aim for the next five years is not necessarily to become bigger. It is to rebuild well, strengthen the business around the work that matters most, and remain flexible enough to bring together the right people for the right challenges.

There is work ahead. We are up to the task.


ThinkZero®
thinkzero.co