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# Greening Mercy Corps 2025

OUR PATHWAY TO ENVIRONMENTAL SUSTAINABILITY



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## Glossary

<b>AI</b>	Artificial Intelligence
<b>FY</b>	Financial Year
<b>GHG</b>	Greenhouse gases, like carbon dioxide that absorb and emit radiant energy within the thermal infrared range causing the greenhouse effect.
<b>Greening</b>	The act of transforming places and processes into more environmentally sustainable versions of their former selves.
<b>INGO</b>	International Non-Governmental Organization
<b>Scope 1</b>	Direct GHG emissions from sources controlled or owned by an organization.
<b>Scope 2</b>	Indirect GHG emissions from the purchase of electricity, steam, heat, or cooling.
<b>Scope 3</b>	GHG emissions resulting from activities of assets not owned or controlled by an organization but indirectly impacted via its value chain.
<b>SBTi</b>	Science Based Target Initiative
<b>SWO</b>	Stop Work Order
<b>tCO2e</b>	Tonnes of carbon dioxide equivalent
<b>MC</b>	Mercy Corps
<b>C2C</b>	Climate Smart Commitments
<b>P2P</b>	Pathway to Possibility
<b>EV</b>	Electric Vehicles
<b>FTE</b>	Full Time Employee
<b>kWH</b>	Kilowatt-hour
<b>US</b>	The United States
<b>USAID</b>	United States Agency for International Development
<b>SIDA</b>	Swedish International Development Cooperation Agency

# About this Report

## Our Approach to Sustainability Reporting

Welcome to the fourth edition of our Greening Mercy Corps report, covering the financial year (FY) 2025 (July 2024 – June 2025). This report builds on our inaugural report in 2022 and subsequent reports, where we disclosed our annual carbon emissions beginning from FY2019, as part of our commitment to regularly measure progress towards our goal of reducing direct and indirect emissions in all our operations.

In 2021, we made a commitment to reduce our carbon footprint by 50% by the end of FY30, with an interim goal of 25% by FY24. This is part of a broader commitment to reduce our environmental impact and our contributions to global climate change, and to transparency around these efforts.

As signatories to the Climate Charter and the NGO Climate Compact 2.0 under InterAction, we are committed to “advancing the global agenda to drastically reduce greenhouse gas emissions and alleviating the effects of climate change on people with the least power and fewest resources.

In this report we provide updates on our progress and insights from our journey towards fostering environmental sustainability, and making a positive impact on the environment, society, and the communities we partner with. This report highlights our accomplishments and activities over the past year, reflecting on the challenges encountered and the future direction of our environmental sustainability initiatives.



# Message from Chief Executive Officer and Chief Climate Officer

Fiscal year 2025 was among the most disruptive periods in our organization's history. Sudden and severe cuts to U.S. Government funding, including 'stop work orders' for ongoing programs, affected every part of our work. These impacts extended well beyond Mercy Corps, disrupting peer organizations, local partners, and most importantly, the communities and individuals who relied on these programs. Full human and systemic costs may never be fully known.

In these unpredictable times, our work is more vital than ever, and our commitment to our mission and values remains unwavering. This includes our dedication to environmental responsibility, minimizing our global footprint, and advancing climate action wherever possible. We therefore reaffirm our goal of reducing our carbon footprint by 50% by 2030, both in absolute terms and on a per capita basis.

As detailed in this report, the second half of FY25 required substantial downsizing, including the closure of many program locations and a 29%<sup>1</sup> reduction in global headcount. These actions, while necessary, significantly constrained our ability to pursue sustainability strategies during this period.

At the same time, this pause created space for reflection. Our Sustainability Team used this time to reflect on progress to date, assess challenges and opportunities, and invest in foundational work. These efforts will position us to accelerate again as we adapt to the new external environment and refocus our priorities.

Disruption across our sector continues, and the year ahead will bring further challenges. Yet we remain ambitious in our goals and steadfast in our commitment to environmental sustainability.



Tjada D'Oyen McKenna  
*CEO, Mercy Corps*



David Nicholson,  
*Chief Climate Officer*

*In these unpredictable times, our work is more vital than ever, and our commitment to our mission and values remains unwavering.*

<sup>1</sup> Based on headcount data from August 2025



Photo: Mercy Corps, Ethiopia/E. Millstein, 2025

## **Our Approach to Environmental Sustainability**

Our global sustainability efforts remain focused on our global carbon footprint, which we see as a major part of our environmental footprint. Our reporting covers our operational boundaries, which include programmatic activities such as procurement and travel, which are largely managed by our in-country operations and logistics teams.

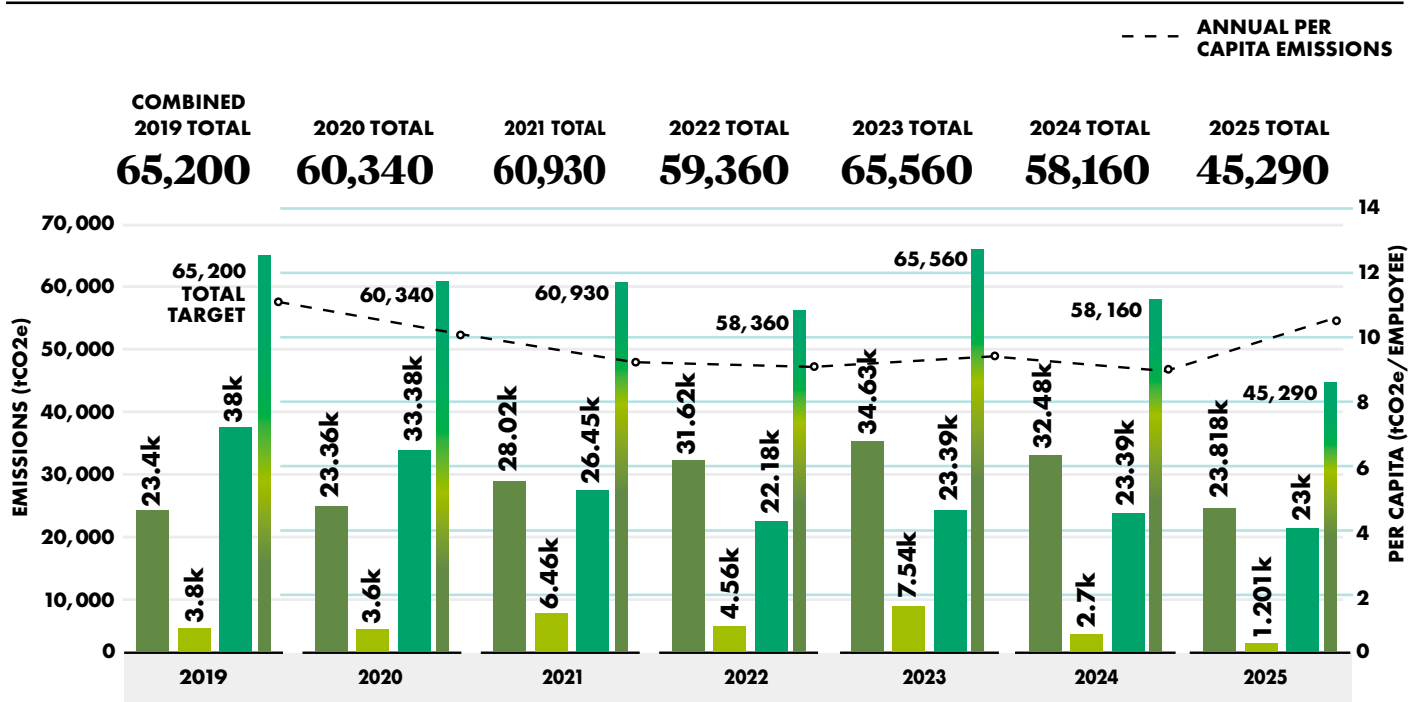
We maintain an ambition to expand the scope of our tracking and reporting to waste and water and hope to advance this in the coming years. Beyond our sustainability reporting, environmental risk management is embedded in our program designs at the country level through a set of environmental safeguarding policies and practices that align with best practice and the expectations of our funders.

**SECTION 1:**

# Global Emissions Audit

This section outlines our global emissions from 2019 to 2025, including trends, insights, and factors impacting our carbon footprint and performance metrics. Mercy Corps (MC) measures and reports on all emissions within our direct span of control (Scope 1 and 2) as well as those outside our direct scope (Scope 3). The chart below (figure 1) summarizes our absolute and per capita emissions from FY2019 to FY2025.

**FIGURE 1: ANNUAL GLOBAL EMISSIONS TOTALS (TCO2E) WITH PER CAPITA TREND (FTE/TTCO2E)**

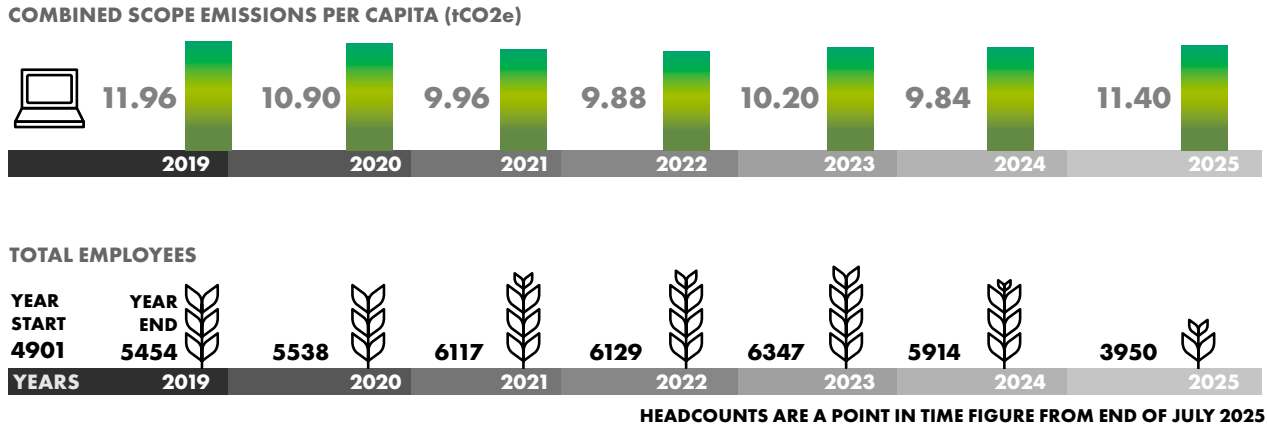


SCOPE 1	SCOPE 2	SCOPE 3
<p>These are direct emissions from agency-owned and controlled resources such as emissions from onsite fuel combustion.</p> <p><b>Common sources for Mercy Corps</b></p> <ul style="list-style-type: none"> <li>- Combustion of fuel in buildings</li> <li>- Fuel for leased or owned vehicles</li> </ul>	<p>These are indirect emissions from the generation of purchased energy, from a utility provider.</p> <p><b>Common sources for Mercy Corps</b></p> <ul style="list-style-type: none"> <li>- Electricity consumption</li> </ul>	<p>All indirect emissions not included in Scope 2 that occur as a result of activities from assets not owned or controlled by the reporting organization.</p> <p><b>Common sources for Mercy Corps</b></p> <ul style="list-style-type: none"> <li>- Business travel</li> <li>- Purchased goods and services</li> </ul>

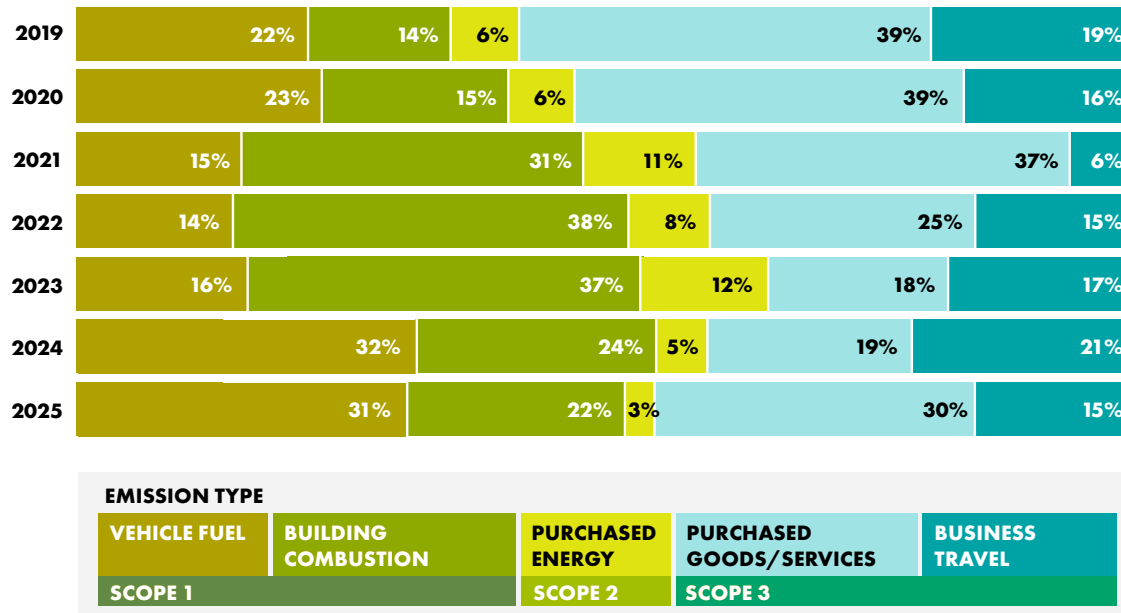
# Global Data Analysis: How are we doing and why are we here?

Our total GHG emissions for FY25 were 45,290 tCO<sub>2</sub>e, and a 30% reduction from our baseline amount (65,200 tCO<sub>2</sub>e) and a 22% decrease from FY24. This puts us on track to achieving our 2030 target of a 50% reduction in absolute emissions. However, FY25 saw a 16% increase in our per capita emissions, leaving us only 5% below our baseline per capita figure, off track for our target of a 50% reduction by 2030. These contrasting realities are a result of the major changes and substantial downsizing we experienced in FY24.

**FIGURE 2: YEAR-ON-YEAR EMPLOYEE EMISSIONS (TCO<sub>2</sub>E/FTE)**



**FIGURE 3: OVERALL YEAR-ON-YEAR EMISSIONS**



\*Figures rounded up

This data reflects major change within our external environment. Widespread cuts to US Government funding starting in early 2025 led to a substantial and sudden reduction in the size of our program portfolio, and many office closures at the field and country level. This reduction in operational footprint naturally reduced our total emissions figure for FY25. The funding cuts also forced a reduction in the size of our global team of employees of around 30%, with knock-on effects on our per capita emissions data. The implications of these cuts are still being managed; therefore, this data is from a snapshot during a dynamic time which we expect to continue to change in the current fiscal year.

## Global Emissions Insight

**Scope 1:** In FY25, Scope 1 emissions represented 52% of our total footprint, totalling 23,818 tCO<sub>2</sub>e, a 26% decrease from FY24 but 1.8% above our baseline. Vehicle fuel remains the largest contributor, accounting for 30% of global emissions. Although fleet emissions fell 4% year-on-year to 13,930 tCO<sub>2</sub>e diesel use surged to 79% of vehicle emissions, up 316% from baseline, while petrol declined by 75%. This trend, driven by operations in Nigeria, Ethiopia, Pakistan, Syria, and Zimbabwe, underscores the need to address diesel dependency. On-site heating, primarily propane, was the second-largest source, down 23% from FY24, with most usage in Syria (68%), Nepal (13%), and Jordan (8%). Reductions in Nepal (45%), Jordan (50%), and Iraq (100%) reflect office closures and downsizing following U.S. Government stop-work orders (SWO). Generator fuel, our third major category, dropped 45% year-on-year and 75% from baseline, aided by office closures, improved generator sizing, and expanded solar PV adoption. Nigeria remains the largest consumer (35%), followed by Sudan (16%) and Afghanistan (11%), where we have field offices in areas with un-reliable or unavailable grids and/or partial solar PV coverage.

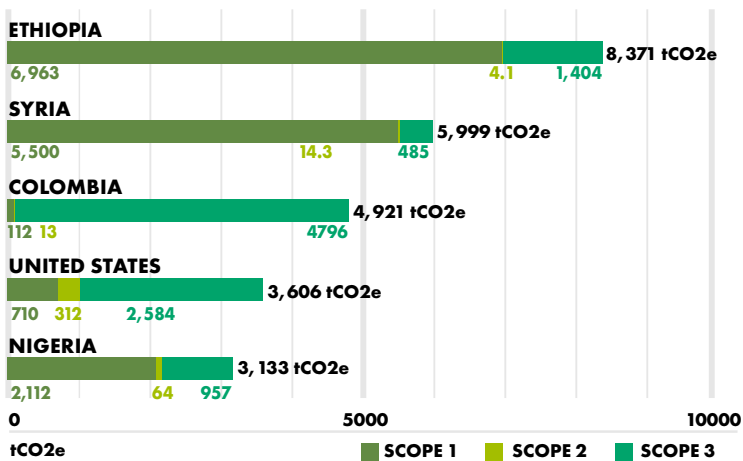
**Scope 2:** Emissions from purchased energy from utility providers fell 56% in FY25 and 68% from baseline, driven by office closures and increased solar PV and battery installations. Remaining emissions are concentrated in offices with reliable grids that use a lot of fossil fuels in their source mix, notably the U.S. (26% of total), Jordan (22%), and Indonesia (13%).

**Scope 3:** Scope 3 emissions totalled 20,271 tCO<sub>2</sub>e down 12% from FY24 and 46% from baseline. Business travel emissions declined 44% to 6,840 tCO<sub>2</sub>e following a leadership directive to limit travel. The U.S. (39%), Nigeria (10%), Pakistan (6%), Jordan (6%), and Kenya (6%) were the largest contributors. Purchased goods and services rose 22% year-on-year to 13,433 tCO<sub>2</sub>e (30% of total emissions) but remain 48% below baseline due to improved procurement taxonomy and reporting accuracy. Key FY25 procurement drivers included water services (26%) in Colombia, Iraq, Zimbabwe, DRC, and Lebanon; livestock procurement (15%) in Colombia, Ethiopia, Liberia, Niger, and Mali; and catering (9%) across multiple countries.

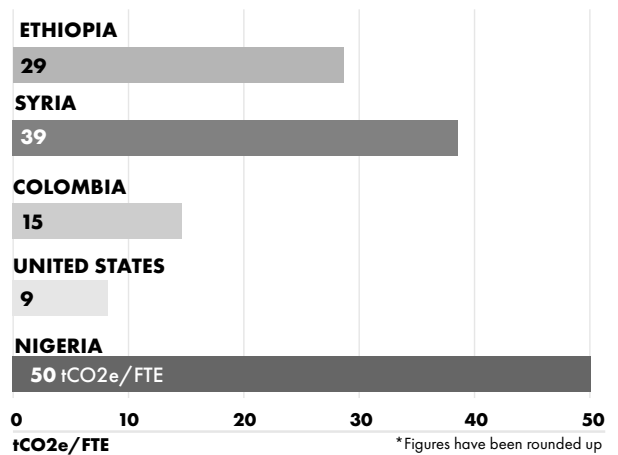
## Country Level Data

This section outlines our country offices with the highest total emissions (figure 4) and per capita emission (figure 5). Whilst our highest emitting country locations significantly influence our overall emissions profile, they also provide us with an opportunity to understand and learn from their experiences from which we can create mechanisms to assist them and our other country teams with similar decarbonisation barriers.

**FIGURE 4: HIGHEST 5 COUNTRIES: TOTAL EMISSIONS**



**FIGURE 5: HIGHEST 5 COUNTRIES: PER CAPITA EMISSIONS**



### 1. MC Ethiopia

As one of our largest program platforms, Mercy Corps Ethiopia remains our highest emitter with 8,371 tCO2e a 19% decrease from FY24. Per capita emissions rose to 29 from 22 tCO2e/FTE due to workforce reductions. Scope 1 accounts for 83% of emissions, primarily from diesel vehicles, which increased 48% year-on-year. This spike reflects program closures requiring asset retrieval and disposal, as well as longer drives to see ongoing program activities. Scope 3 emissions fell 75%, driven by reduced international travel and procurement, with remaining purchases focused on livestock, seeds, and agricultural equipment.



### 2. MC Syria

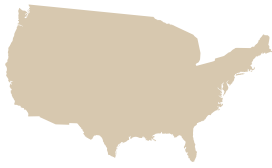
MC Syria has been among our highest emitters for the past five years. Last year, total emissions decreased 31% to 5,999 tCO2e with per capita emissions at 39 tCO2e/FTE. Scope 1 dominates (91%), primarily heating propane (78%). Fleet emissions fell 68% after a 50% reduction in vehicles and a shift to rentals. Purchased goods and services declined 46%, mainly in WASH-related items.



### 3. MC Colombia

Emissions rose 62% to 4,983 tCO2e driven by a 265% increase in Scope 3 procurement for water services, livestock, and catering. These purchases supported

programs such as *Sembradoras de Equidad* and *Protierra Catatumbo*. Despite the increase over FY25, vehicle fuel and generator fuel dropped 86% and 97%, respectively, due to a reduction in-country travel and the improved reliability of Colombia's electricity grid.



#### **4. Mercy Corps Global (United States)**

Emissions dropped 53% to 3,606 tCO<sub>2</sub>e with per capita emissions at 9 tCO<sub>2</sub>e/FTE from our Mercy Corps Global US office. This decline stems from a 40% workforce reduction, and a pause on business travel. Business travel remains the largest contributor (72%), followed by natural gas (20%) and purchased electricity (9%).



#### **5. MC Nigeria**

Emissions fell 19% to 3,133 tCO<sub>2</sub>e but per capita emissions surged to 50 tCO<sub>2</sub>e/FTE following significant headcount reductions. Scope 1 remains dominant (vehicle fuel and generator fuel), reflecting remote operations and unreliable grids. Business travel and generator fuel decreased 37%, largely due to program closures and office shutdowns, including offices in Imo, Gombe, Yola, Biu, Damaturu, Bama, Dikwa, Gwoza, Ngala, and Damboa. These closures also led to the donation of solar PV assets to local communities. Since FY19, Nigeria has seen an 85% decrease in emissions from 20,987 in FY19, reflecting major investments in green energy, energy efficiency and fleet management.

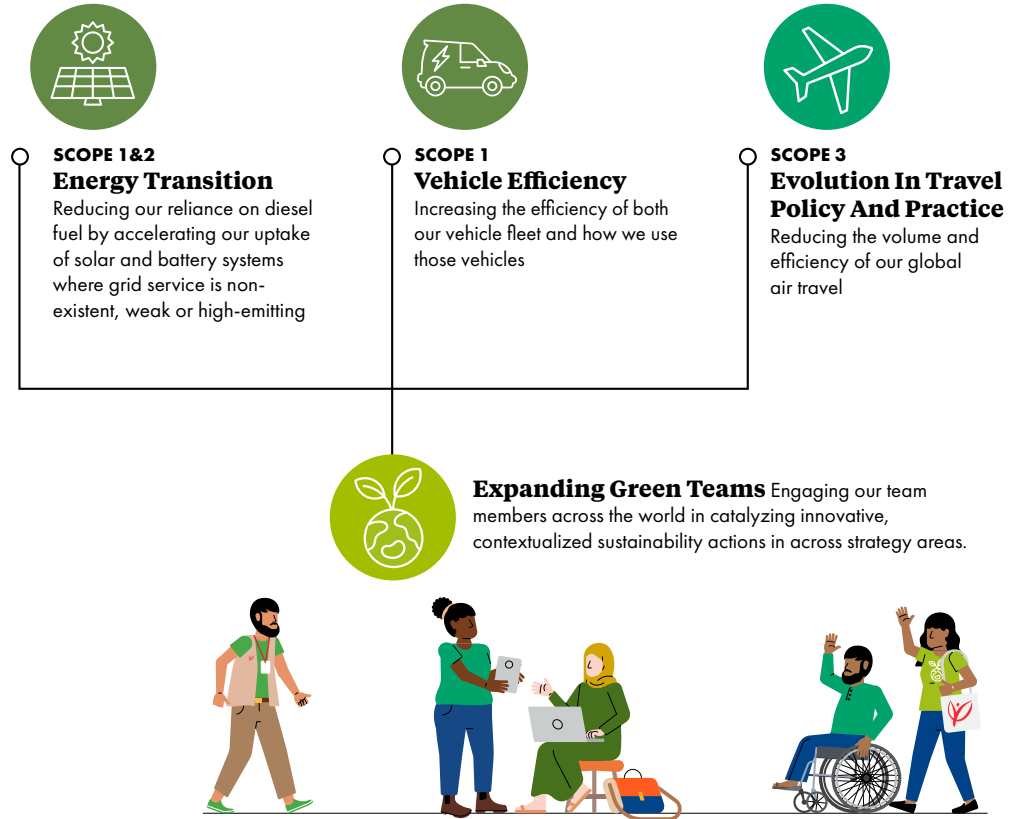
**SECTION 2:**

# Our Journey to a Greener Mercy Corps

**This section summarizes key actions from FY25 and outlines strategic priorities for FY26.**

The disruption of FY25 provided an opportunity to review existing processes and reset priorities. Emerging regulations and standards from funders underscored the need to strengthen reporting capabilities. In response, we engaged senior leadership to integrate sustainability across functions and partnered with the People team to address gaps in reporting, including homeworking and commuting data.

We initiated a baseline study with the Digital Development team to assess the carbon footprint of our websites and plan to expand this to other digital assets. In FY 26 we will be working with our Tech for Development and IT team to scope our organizational Artificial Intelligence (AI) and cloud computing use so that we can begin to baseline the carbon emissions that result from the use of AI and cloud computing across the organization in the near future. This will inform strategies to reduce our digital impact through efficiency improvements and responsible server selection. Cross-functional collaboration will continue in FY26 to ensure shared accountability and action.



We also assessed the evolving regulatory landscape to prepare for upcoming requirements and conducted a review of our internal reporting system, Mercy Corps carbon tracker. Key findings highlight the need for greater automation and expanded coverage to include water, waste, commuting, digital footprint, and biodiversity, with improved granularity and accuracy. In FY26, we will complete a gap analysis and develop a roadmap to align with best practices and exceed compliance expectations.

Alongside these foundational efforts, we advanced work in the four intervention areas identified in last year's report.



### Energy Transition:

At the end of FY24, 65 of our 180 offices had installed solar PV and battery systems. However, closures following the SWO limited progress in FY25, and meant some existing solar PV and battery systems were either donated to the surrounding community or disposed of according to our asset disposal guidelines.

In FY26, we will revitalize our energy transition strategy by assessing generator sizing and consumption, exploring metering solutions, and identifying funding opportunities to scale solar PV, battery systems, and sustainable heating solutions.



### **Fleet Management:**

Our global vehicle fleet remains a major emissions source due to its size and reliance on diesel. Beginning January FY26, we will pilot our new fleet management software in Ukraine to enable real-time tracking and performance analysis, should this be successful we will explore rolling out this software globally.

It is hoped that by having a centralised fleet management system, the data (age, fuel type, location) collected will aid us in the creation our fleet decarbonization plans for country teams, guide procurement decisions (by creating a catalogue of fuel-efficient, hybrid, and EV options for country teams), and support behavioural shifts toward eco-driving and efficient route planning. Furthermore, through our work with the Impact Alliance, we will also explore the possibility of a shared fleet, ride sharing or rental vehicles with the Alliance in shared locations.



### **Global Travel:**

A reduced travel directive in FY25 led to a temporary drop in emissions. As travel resumes at a level aligned with our new organizational size, we will implement a revised travel policy to balance business needs with sustainability goals. Our partnership with Thrust Carbon, the first ISO 14083 assured travel sustainability platform, will continue to provide emissions data at booking and monthly reporting to inform decisions and policy development.

In FY26, our Travel team will establish an updated travel policy which reflects our evolving business needs and our sustainability commitments. The Travel team will also work with other teams to increase opportunities to ‘nudge’ employees to make more environmentally responsible decisions when available and will use our new internal communication channel ‘Viva Engage’ to share information around sustainable travel practices.



Solar PV and Battery System at our Mundri Field Office, South Sudan.

### **GREEN TEAM SPOTLIGHT**

## **Mundri, South Sudan**

The Green Team members worked alongside our Sustainability team and a supporting electrical engineer to gather and share data related to their electricity and generator fuel consumption. This enabled a remote energy audit to be conducted and a business case to be created for a solar PV and a battery system to be shared with potential donors. Through the dedication of the team and funds from the Dutch Ministry of Foreign Affairs (MFA) we were able to install a 10Kwp PV with 10Kw inverter and 15Kwh battery system on site with remote monitoring capabilities.

Feedback from team members based at the Mundri field office stated that it has been transformational as “we have had power 24/7” and there is “no air or noise pollution for us and our neighbors, plus a reduced workload for team members previous in charge of the generator”. We are very proud of this achievement and hope to copy this model when engaging with country teams in the future.

Furthermore, the Travel and Sustainability team will be working closely to improve our travel policy to reflect our commitments and increase the efficiency of our travel.



### **Expanding Green Teams:**

Green Teams have been central to driving sustainability at the country level. Based across our country offices, these teams are formed by team members on a voluntary basis to promote sustainability and support offices understand their respective carbon footprint and levers for change. In FY25 many were paused due to headcount reductions or capacity to report activities. However, bright spots remain as a demonstration of our teams' commitment.

## **SECTION 3**

# **Lessons we are taking forward into FY26**



### **Sustainability is cross-functional**

Sustainability cannot succeed in isolation; it must be embedded across all functions, compliance, finance, procurement, HR, and operations. Any acceleration of this work will also rely heavily on alignment and collaboration across departments.

In FY26, we will work with teams to integrate sustainability into departmental roadmaps and workplans and align organizationally. The events of FY25 provide an opportunity to redesign our approach as we transition to a new organizational structure.



### **Data is our foundation**

With 2030 approaching and regulatory requirements evolving, robust data is critical. High-quality data will enable us to navigate uncertainty, demonstrate impact, and showcase the return on investment of sustainability initiatives. In FY26, we will strengthen data systems to ensure accuracy, granularity, and transparency.



### **Small actions drive big change**

Despite significant disruption, Green Teams demonstrated that even limited resources can deliver meaningful impact. The solar PV and battery installation in Mundri, South Sudan, exemplifies how committed individuals can catalyze change. In FY26, we will rebuild and empower Green Teams to replicate this success globally. We are proud of team members who continue to champion sustainability despite internal and external pressures. From Ukraine to Sudan, their dedication underscores that progress is possible, even in adversity.

## CONTACT

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### About Mercy Corps

Mercy Corps is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action — helping people triumph over adversity and build stronger communities from within. Now, and for the future.



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# Annexes

## Methodology

1. **Data collection and inventory process:** The methodology for the data within this report is the result of close collaboration between our country operations teams and the global support teams (including travel, global supply chain and finance).

Country focal points ensure completeness and accuracy of the data collection within their country, and that the procedures and measures align with Mercy Corps' carbon tracker standard operating procedure. Every year, focal points and colleagues in various country offices receive training on data collection. After the data is gathered, the sustainability team analyses and assesses the outcomes for reporting and also carries out an overall completeness check and rating.

2. **Reporting completeness:** The criteria for completeness within Mercy Corps are determined by the rate of each country team's reporting for every month of the financial year it operates. The ranges are divided into three colored categories, as follows:
  - Green: The country team fully reported on their carbon data for the reporting year.
  - Amber: The country team partially reported on their carbon data for the reporting year.
  - Red: The country team did not report on their carbon data for the reporting year.