

Energy & Emission Policy Plan (EEPP) 2024 - 2026

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Introduction

- Arcadis Netherlands B.V. (hereinafter: ANL) has been continuously improving their sustainability performance through their commitment to their **CO2-performance ladder** and **energy management system**, integrated with the ISO 14.001 standard.
- Despite discontinuing the ISO 50.001 certification in 2023, ANL will continue to monitor and improve their energy performance based on the same principles of the ISO 50.001 standard, and accordingly calculate their CO2-emissions. Internal processes on energy and carbon footprint reporting are further integrated. This integrated energy and carbon emission policy plan is an example.
- ANL will ensure a biannual cycle of **data monitoring and reporting**, in line with the previous years. This is done through the CO2 Performance Ladder cycle for ANL (Microsoft Excel) specifically, as well as through reporting in **Sphera** (our global reporting system).
- The results of this monitoring and reporting cycle, including internal and external audit findings, will be used to effectively steer towards the **net-zero** target.
- This policy plan should be interpreted as a strategic document outlining our energy and emission reduction approach for the coming three years.

Targets and Ambition

- ANL has aligned their target with Arcadis Global to achieve net-zero - carbon neutrality - in **2035**, which is the ultimate goal. This equals an absolute reduction target of -90% in 2035 compared to the Scope 1, 2 and 3 emissions in baseline year 2019.
- Please note that there will always be inevitable emissions, which can be compensated (hence, **net zero**).
- ANL's ambition is to achieve net-zero 5 years prior to the Global target, namely in **2030**.
- **Net-zero** is defined as having a neutral effect on the environment in terms of emissions through 1) reducing our carbon emissions to the absolute minimum, and 2) offsetting the remaining emissions through positive-impact projects, such as CC(U)S*.
- Due to these continuous efforts, ANL's CO2 emission declined from 9.118 ton CO2 in 2010 (1st baseline reporting year) to 2.964 ton CO2 in 2023 (most recent reporting year), a decrease of **67%**.

*Carbon Capture (Utilization) and Storage is a technique to capture atmospheric CO2 and either utilize (e.g. in greenhouses) it or store it underground.

Global Targets

- ANL is aligned with the following targets from Arcadis Global, all compared to reference year 2019:
 - **Net zero** across its value chain (scope 1, 2, and 3 emissions) by 2035 (90% reduction in scope 1, 2, and 3 emissions)
 - **70%** Scope 1 and 2 reduction in 2026
 - **45%** reduction in absolute scope 3 emissions by 2029
 - **Transition** entire company fleet to electric vehicles by 2030 (all 2,179 vehicles converted to electric vehicles)
 - **Purchase** 100% renewable electricity for its offices (multi- and single tenant)
 - **No net biodiversity loss** will occur at Arcadis offices (based on land intake changes and mean species abundance scores)
 - For Arcadis offices with > 20% open area, Arcadis will deliver a **biodiversity net gain** of 10% by 2030
 - **35%** reduction in business travel emissions by 2025
 - **50%** reduction in air travel emissions by 2025

Dutch Progress on Global Targets

- ANL is aligned with the following targets from Arcadis Global, in which progress is based on the comparison between 2023 numbers (most recent reporting year) and reference year 2019:
 - Net zero (-90% in 2035): ANL's footprint has decreased with **-34%** compared to 2019 (-67% compared to 2010).
 - 70% reduction in absolute scope 1 and 2 emissions by 2026 compared to 2019 baseline emissions → **-46%** reduction achieved in 2023 compared to 2019.
 - 45% reduction in scope 3 by 2029: ANL's Scope 3 emissions have decreased with **-14%** since 2019.
 - Transition entire company fleet to electric vehicles by 2030 → **54%** of all lease cars are already EV's in 2023.
 - Purchase 100% renewable electricity for its offices → **100%** since 2021.
 - No net biodiversity loss will occur at Arcadis offices → **no monitoring**
 - For Arcadis offices with > 20% open area, Arcadis will deliver a biodiversity net gain of 10% by 2030 → **not relevant for ANL because Dutch offices do not meet global selection criteria because of size/impact (<20% open space).**
 - 35% reduction in business travel emissions by 2025 → **-35%** already achieved since 2019.
 - 50% reduction in air travel emissions by 2025 → **+5%** increase since 2019. This is an area of concern and required attention in the coming years.

Baseline / Reference year

- ANL first started their monitoring cycle and energy management system in 2010. This is the first baseline year, when total emissions equaled **9.118** ton CO₂.
- The reference year is 2019, when total emissions equaled **4.514** ton CO₂. Progress on energy and emission reduction targets will be compared this reference year.
- The most recent reporting year is 2023, when total emissions equaled **2.964** ton CO₂.
- It is currently being considered to change the reference year 2019 to 2023 after validation, due to the effect COVID-19 had on our society and company since 2020.
- ANL's emissions are reported locally according to the **CO₂ Performance Ladder** methodology, as well as in **Sphera**: Arcadis' Global web-based GHG emission reporting tool.
- There are some differences between these reporting methods (e.g. emission factors used), which leads to a difference in reported emissions across those two platforms.

Review: EEPP 21-23

- In 2021, at the start of the previous EEPP period, ANL's footprint was **1.987** ton CO2 (**-56%** compared to 2019). This relatively low emission is mainly due to the effect of COVID-19.
- In 2022 this COVID-effect still prevailed, although emissions already increased to **2.916** ton CO2 (**-35%** compared to 2019).
- In 2023 emissions increased due to the diminishing effect of COVID-19, yet electrifying the fleet has led to a significant reduction as well. This resulted in a carbon footprint of **2.964** in 2023 (**-34%** compared to 2019).
- During the external audit for the CO2 performance ladder in December 2023, it was concluded that our Scope 1 and 2 reduction targets were too ambitious.
- An important lesson learned is that we, as ANL, are allowed (and encouraged) to make changes to our targets and ambitions based on the current situation to ensure that our targets remain realistic and effective.

KPI's (Key Performance Indicators)

- **Total**

- Total CO2 emission on an annual basis
- Total GJp (energy use) on an annual basis

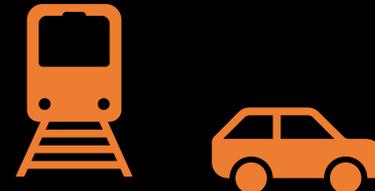
- **Building-related:**

- Ton CO2/m2 (carbon emissions)
- GJp/m2 (energy performance)



- **Mobility/other:**

- Ton CO2/FTE (carbon emissions)
- GJp/FTE (energy performance)





Scope 1, 2 en 3 emissions

Companies' energy consumption data are divided into three scopes (scope 1, 2 and 3) for calculating a carbon footprint, which are distinguished by the extent to which the company affects emissions.

- **Scope 1**

Scope 1 concerns direct CO₂ emissions where ANL has direct influence. This includes its own facilities, machinery and installations where emissions occur directly.

Example: ANL has direct influence over the purchasing of company cars (lease cars). Therefore, fossil-fueled lease cars are part of Scope 1 emissions.

- **Scope 2**

Scope 2 refers to indirect CO₂ emissions that ANL does indirectly affect, but where emissions occur at another location.

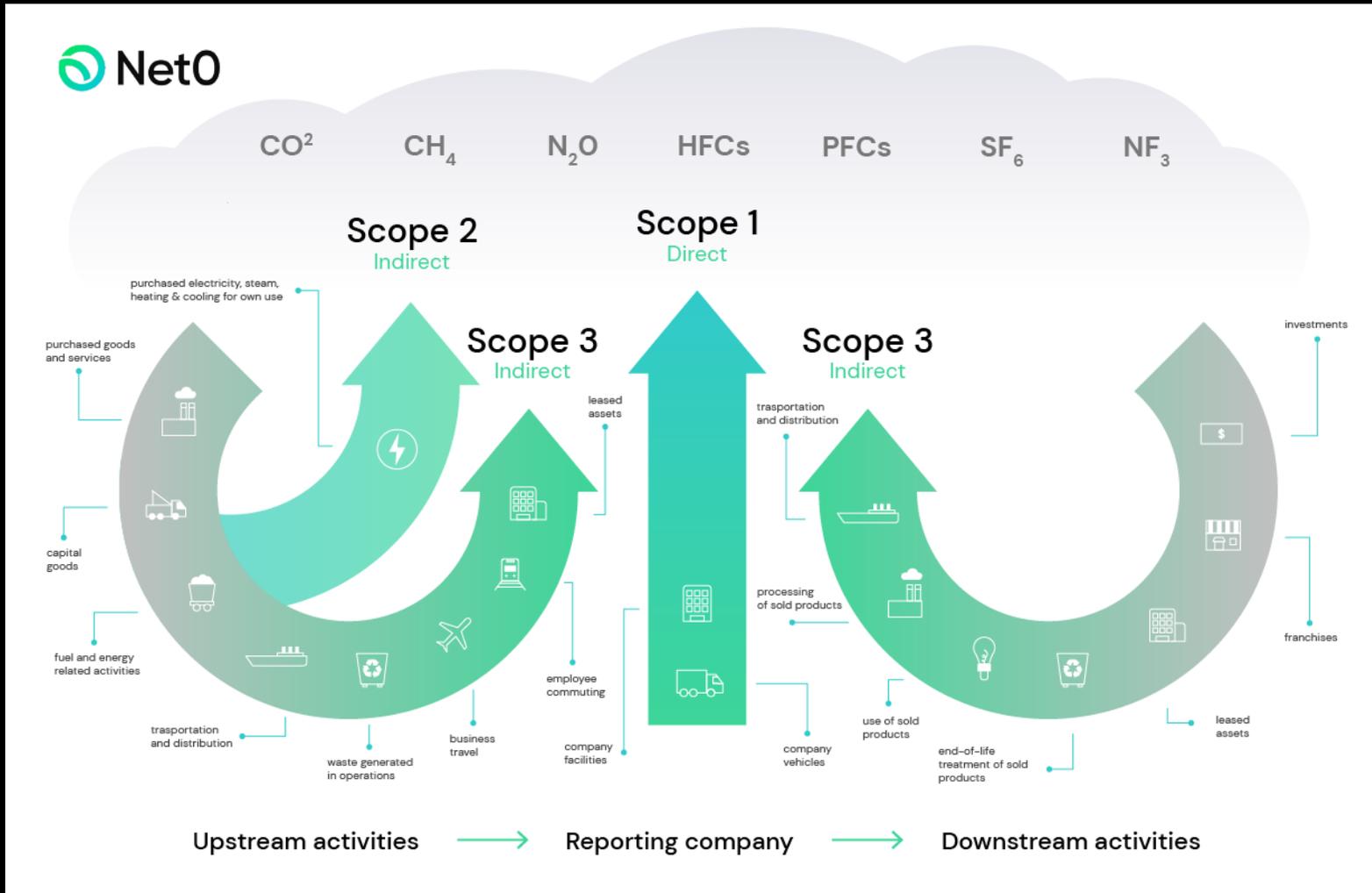
Example: Although ANL has direct influence over the type of lease cars provided, whether colleagues charge their vehicles with green or grey electricity is beyond our control. Therefore, electricity consumption of lease cars is part of Scope 2 emissions.

- **Scope 3**

Scope 3 concerns indirect CO₂ emissions over which ANL has limited influence.

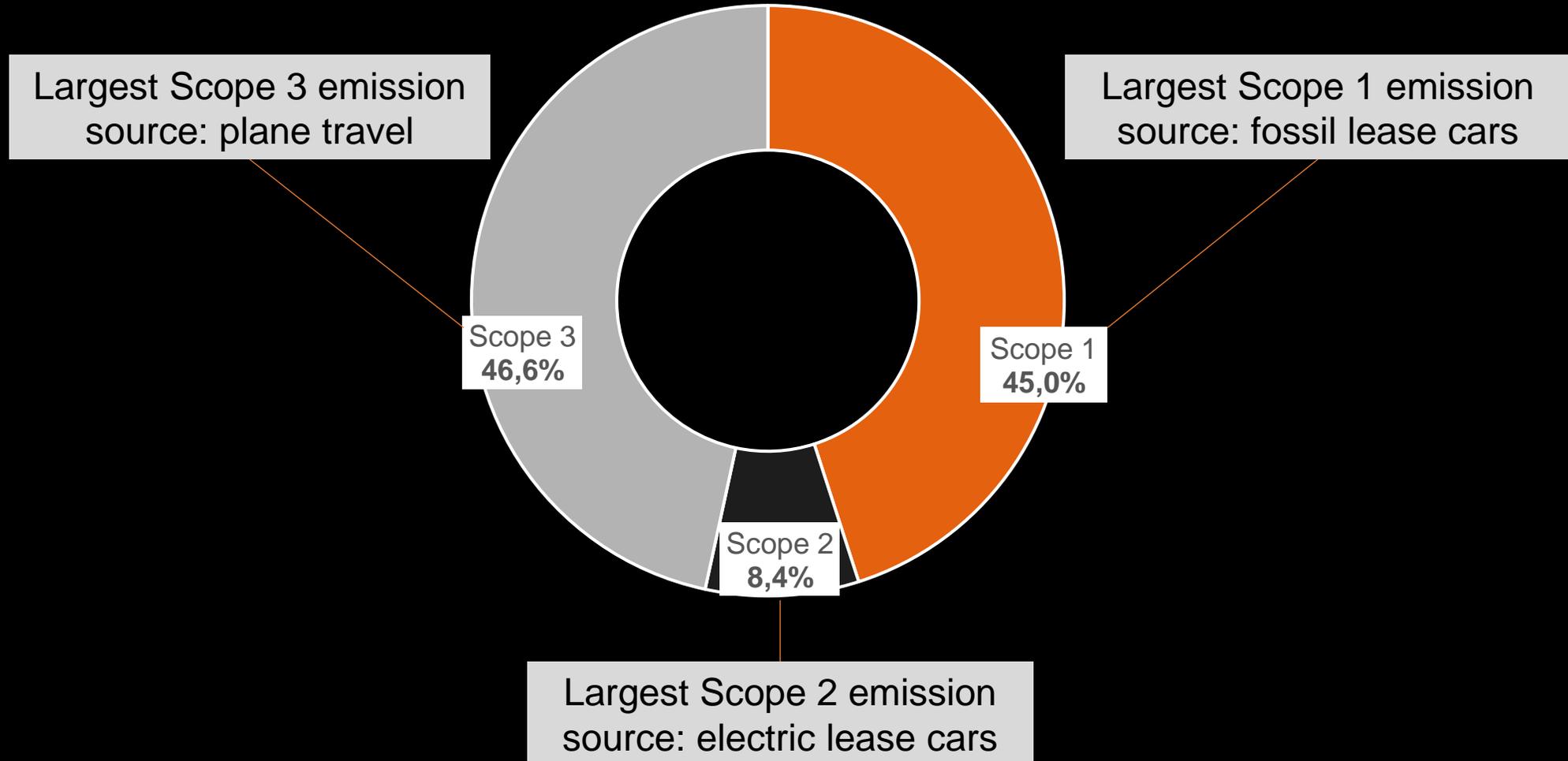
Example: ANL has no (real) influence when it comes to which cars our employees purchase privately. Therefore, the energy consumption of private cars are part of our Scope 3 emissions.

Scope 1, 2 and 3 emissions

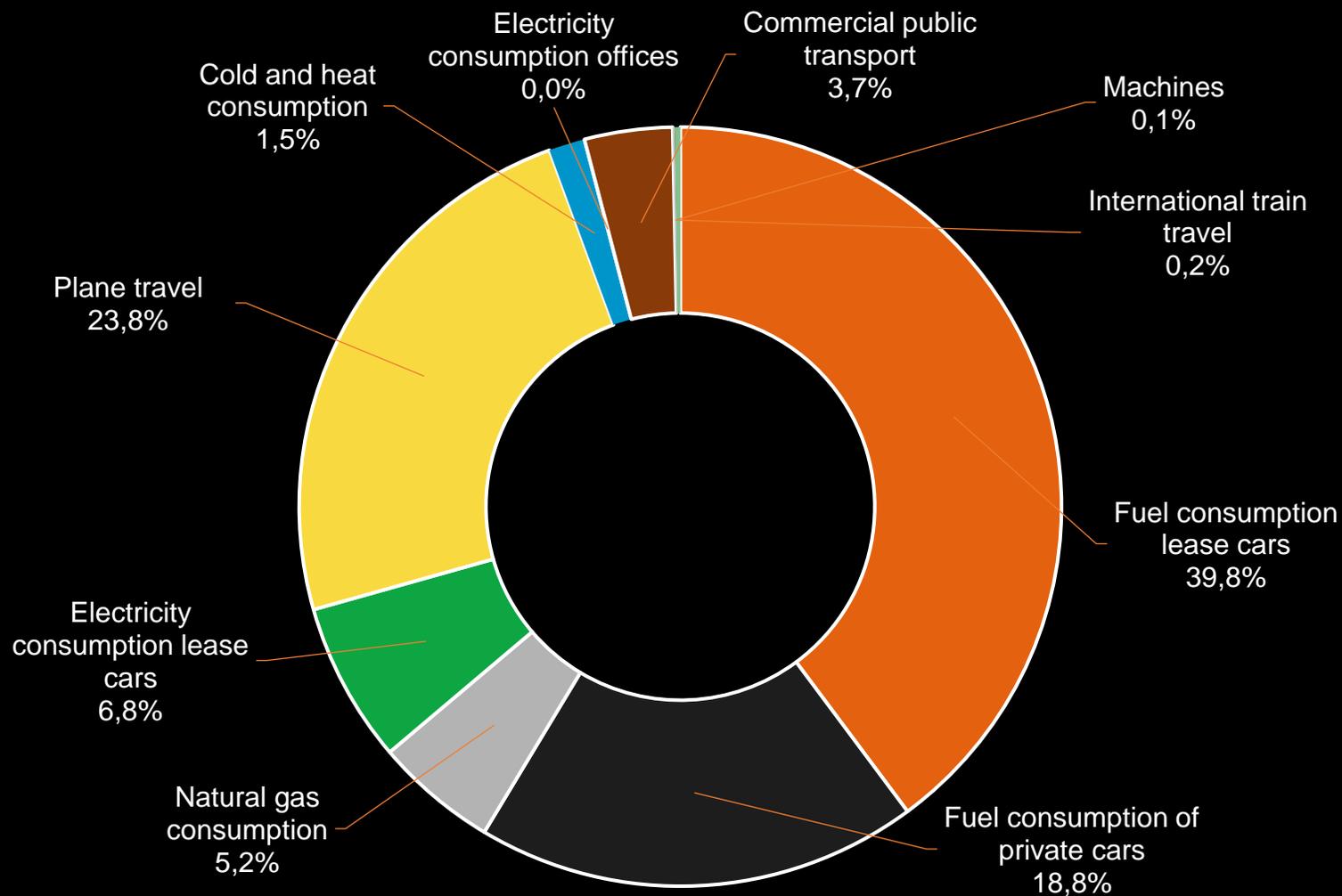


Retrieved from: <https://net0.com/blog/scope-1-2-3-emissions>

ANL 2023 emissions: per scope



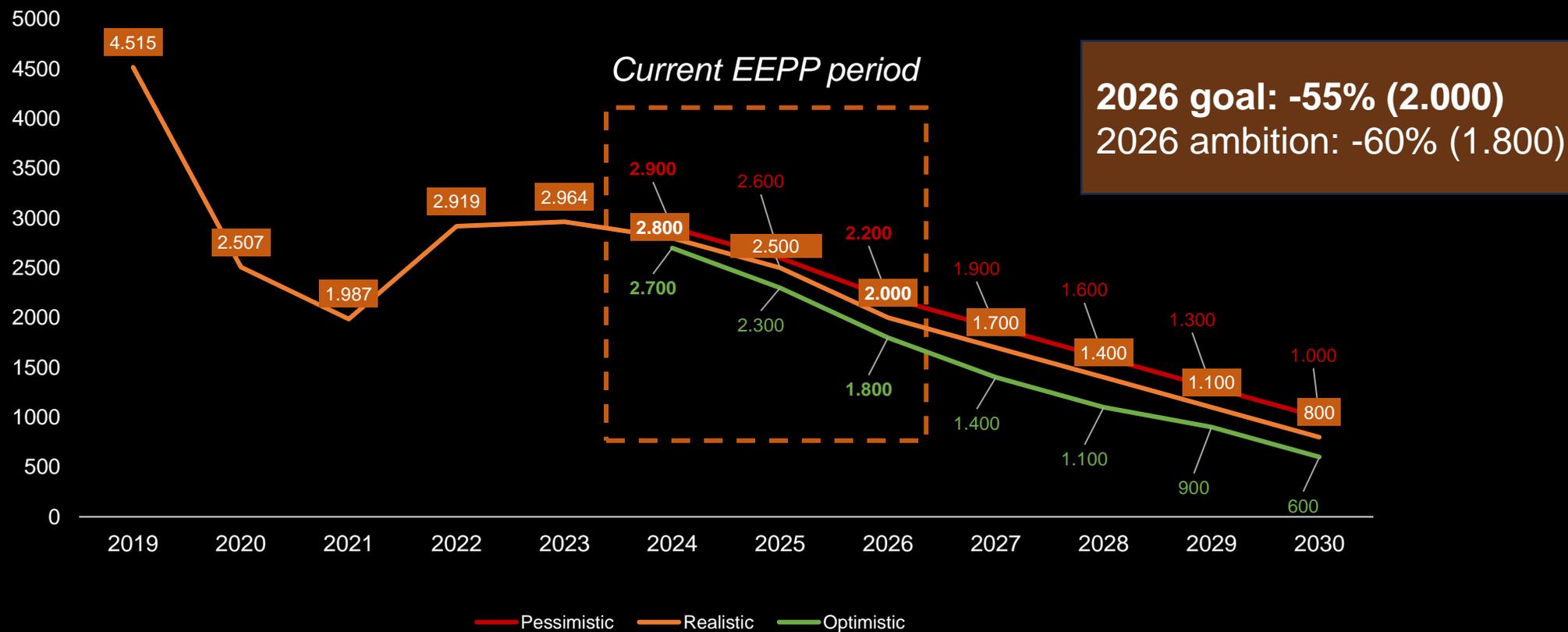
ANL 2023 emissions: per activity



ANL 2023 emissions: table (activity & scope)

		Current period			Previous year			Baseline year		
Emissions and scope in accordance with ISO 14064		Total CO ₂ -emission 2023 [ton/yr]	Relative share [%]	CO ₂ relative to FTE	Total CO ₂ -emission 2022 [ton/yr]	Relative share 2019 [%]	CO ₂ relative to FTE	Total CO ₂ -emission 2019 [ton/yr]	relative share 2019 [%]	CO ₂ relative to FTE 2019
Direct CO₂-emissions		1.334,9	45,0%	0,6	1.769,4	60,7%	0,8	2.749,9	60,9%	1,4
Natural gas consumption	Scope 1	154,2	5,2%	0,1	161,5	5,5%	0,1	167,1	3,7%	0,1
Fuel consumption lease cars	Scope 1	1.180,7	39,8%	0,6	1.607,9	55,1%	0,7	2.582,7	57,2%	1,3
Indirect CO₂-emissions		247,7	8,4%	0,1	339,7	11,7%	0,1	155,3	2,7%	0,1
Electricity consumption offices	Scope 2	-	0,0%	-	-	0,0%	-	56,1	1,2%	0,0
Electricity consumption lease cars	Scope 2	202,3	6,8%	0,1	231,4	7,9%	0,1	66,6	1,5%	0,0
Cold and heat consumption	Scope 2	45,4	1,5%	0,0	108,3	3,7%	0,0	32,6	0,7%	0,0
Other indirect CO₂-emissions		1.381,3	46,6%	0,7	806,5	27,7%	0,3	1.608,8	32,9%	0,8
Fuel consumption of private cars	Scope 3	556,1	18,8%	0,3	457,2	15,7%	0,2	812,8	18,0%	0,4
Plane travel	Scope 3	705,1	23,8%	0,3	224,9	7,7%	0,1	674,1	14,9%	0,3
Commercial public transport	Scope 3	110,5	3,7%	0,1	114,5	3,9%	0,1	96,8	2,1%	0,0
International train travel	Scope 3	7,1	0,2%	0,0	5,9	0,2%	0,0	10,3	0,2%	0,0
Machines	Scope 3	2,4	0,1%	0,0	4,0	0,1%	0,0	14,8	0,3%	0,0
Total		2.963,9	100,0%	1,42	2.915,6	100,0%	1,30	4.514,0	100,0%	3,1

EEPP 24-26: planned reduction



*Disclaimer: Our ambition to achieve Net Zero by 2030 does not imply that we will have zero emissions by that year. Instead, our objective is to minimize emissions as extensively as possible and offset the remaining unavoidable emissions through various compensatory measures

Measures EEPP 24-26: Mobility

ID #	Subject	Scope	Measure	Type of measure	Expected total reduction (24-26)
1	Lease cars	1, 2	Continue towards 100% EV fleet	Implementable	- 552,1 ton CO2
2	Lease cars	1, 2	Purchasing 100% green electricity for fleet	Implementable	- 177,6 ton CO2
3	Lease cars	1, 2	Minimize amount of lease cars	Research	Not quantifiable
4	Lease cars	1, 2	Obligatory monitoring (commuting)	Research	Not quantifiable
5	Lease cars	1, 2	(Re)introducing interchangeable fleet	Research	Not quantifiable
6	Lease cars	1, 2	Investigate options for lease car sharing	Research	Not quantifiable
7	Private cars	2, 3	Stimulate sustainable private car travel	Research	Not quantifiable
8	Private cars	2, 3	(Re)introducing interchangeable fleet	Research	Not quantifiable
9	Plane travel	3	Enforce sustainable flight rules more strictly	Implementable	- 18,6 ton CO2
10	Plane travel	3	Purchase Sustainable Aviation Fuel (SAF)	Implementable	- 237,0 ton CO2
11	Plane Travel	3	Purchase SAF for other carriers	Research	Not quantifiable
12	Other	1, 2 & 3	Increase awareness of personal footprint	Implementable	Not quantifiable
13	Other	1, 2 & 3	Stimulate sustainable travel in cities	Research	Not quantifiable
Total reduction					- 985,3 ton CO2

Measures EEPP 24-26: Buildings

ID #	Subject	Scope	Measure	Type of measure	Expected total reduction (24-26)
1	Energy efficiency	1, 2	Perform energy efficiency analysis and building portfolio of all offices	Implementable	Not quantifiable
2	Green energy	1, 2	Replacing natural gas with non-fossil options	Implementable	- 117,1 ton CO2
3	Energy efficiency	1, 2	Improve efficiency of HVAC systems	Research	Not quantifiable
4	Monitoring and efficiency	1, 2	Install smart meters in all offices (where possible)	Research	Not quantifiable
Total reduction					- 117,1 ton CO2

Measures EEPP 24-26: Other

ID #	Subject	Scope	Measure	Type of measure	Expected total reduction (24-26)
1	Working from Home	1, 2 & 3	Stimulate Working from Home (WFH)	Implementable	- 119,0 ton CO2
2	Working from Home	1, 2 & 3	Monitoring and reporting WFH emissions	Research	Not quantifiable
3	Data management	3	Minimize emissions from data storage	Research	Not quantifiable
4	Procurement	3	Improve sustainable procurement	Research	Not quantifiable
5	Waste	3	Minimize generated waste	Research	Not quantifiable
6	Biodiversity	3	Improve biodiversity (home/offices)	Research	Not quantifiable
Total reduction					- 119,0 ton CO2

Measures EEPP 24-26: total expected reduction in 2026

Measures	Scope	Expected reduction 2024-2026
Mobility related reduction	1, 2, & 3	-985,3 ton CO2
Building related reduction	1 & 2	-117,1 ton CO2
Other reduction	1, 2 & 3	-119,0 ton CO2
Total reduction*		-1.221,4 ton CO2

*Disclaimer: This total calculated reduction is higher than the planned reduction for this EEPP Period, in case of delays or other unforeseen influence factors.

EEPP 24-26: Targets & Ambition

- Compared to baseline year 2019 (2023 added for reference)
- 2026 target: -55%; ambition: -60%

Scope	2019 emission [ton CO2]	2023 emission [ton CO2]	2026 target [ton CO2]	2026 ambition [ton CO2]
Scope 1	2.750	1.335	800	600
Scope 2	155	248	300	300
Scope 3	1.609	1.381	900	900
Total	4.514	2.964 (-34%)	2.000 (-55%)	1.800 (-60%)

EEPP 24-26: strategy

- Focus on largest emission sources
 - Focus on areas of most influence
 - Focus on areas of responsibility
 - Last: focus on what do we want
-
- Main focus area: lease cars



EEPP 24-26: Lease car strategy

- ANL offers electric lease cars to its employees as part of its mobility policy. Lease cars are intended to facilitate business travel and reduce the environmental impact of commuting.
- For the electrification of company-owned vehicles we continue business as usual:
 - 80% of ANL's remaining fossil lease contracts will end between 2024-2026, meaning these cars will either be dismissed or replaced by an electric vehicle.
 - The remaining (20%) fossil lease contracts will end in 2027 or 2028.
 - Based on contract duration, ANL's entire fleet will be fully electric by 2028.
- Minimize amount of company owned vehicles (lease cars): decision-making tree
- Minimize amount of commuting travel distance: stimulating WFH + public transport.
- Obligate monitoring of commuting travel (if necessary). This relates to the new legislation WPM (Werkgebonden Personenmobiliteit) which requires all organizations with >100 employees to monitor and report on commuting travel.

EEPP 24-26: Lease cars

- The current lease car policy of ANL is based on the following principles:
 - When more than **17,500** business kilometers, excluding commuting, are structurally driven per calendar year
 - In the opinion of the management, the employee must always have access to a specific lease car
 - On the recommendation of management based on the employee's position
- Proposal
 - Return of pool cars
 - Stimulate lease car sharing and carpooling
 - Further transition lease fleet to 100% electric
 - Ensure 100% green charging through the purchasing of GoO's (Guarantee of Origin)
 - Having dialogues with lease companies to ensure better monitoring of sustainability performance
 - Increase individual responsibility by providing insight of carbon footprint per employee
- Currently there are **571** ANL employees that are using a lease car, and **54%** of ANL's lease car fleet is already fully electric.
- The decision tree on the next slide is an example intended to provide more insight into the terms and conditions that apply when it comes to registering for a lease car within ANL.

EEPP 24-26: Lease cars

