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| No: GL-ST-PL-0103 | Policy |  |
| Revision: 1.0 | Biodiversity and Ecosystems | |

1.0 Purpose

This Biodiversity and Ecosystems Policy outlines our approach to preserving and enhancing biodiversity and minimizing our environmental impact as part of our operations and projects, including our upstream and downstream value chain involvement, in alignment with the Corporate Sustainability Reporting Directive of the European Union (CSRD). We aim to prevent or mitigate negative impacts on biodiversity and ecosystems and contribute to their protection and restoration to support cleaner, healthier, and more resilient communities.

2.0 Scope

This policy applies to Arcadis' office-based activities globally, including the spaces leased by Arcadis in multi-tenant buildings with shared common facilities. It also applies to our project activities for clients and with suppliers in our upstream and downstream value chain.

Stakeholder engagement is an essential part of Arcadis' CSRD implementation and is governed by its [GL-ST-PL-0002-Arcadis Stakeholder Engagement Policy on Sustainable Topics](#).

Based on its double materiality analysis performed with stakeholders, Arcadis has identified the following subtopics within the European Sustainability Reporting Standards (ESRS) on Biodiversity and Ecosystems as material and therefore part of the scope of this policy: climate change, land-use change, fresh water-use change, sea-use change, pollution, and others - biodiversity loss.

3.0 Roles and Responsibilities

To foster the successful implementation of this policy, the following responsibilities are assigned:

| Role | Responsibility |
|----------------------------|---|
| Chief Growth Officer | Owner of this policy and shall be responsible for its review, approval, and continued suitability. |
| Executive Leadership Team | Accountable for integrating the policy objectives into our strategy, decision-making processes, and business practices and for providing the appropriate resources to cover the commitments in this policy. |
| Global Sustainability Team | Responsible for developing and implementing strategies, programs, and initiatives aligned with this policy and monitoring progress against targets. |
| Global Workplace Team | Responsible for managing our office portfolio in alignment with the objectives of this policy and for monitoring progress against targets. |
| Global Business Areas | Responsible for designing and managing the implementation of client projects aligned with the objectives of this policy and for monitoring progress against targets. |

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| Role | Responsibility |
|------------------|---|
| Procurement Team | Responsible for working with suppliers on opportunities that can contribute to the realization of policy objectives. |
| Employees | Responsible for adhering to the policy, participating in training programs, and contributing to the continuous improvement of improving quality of life through our activities. |

4.0 Policy

4.1 Impacts, Risks and Opportunities Addressed

4.1.1 Impacts

Arcadis has identified actual material positive impacts related to biodiversity and ecosystems resulting from its consulting activities:

- Mitigation consulting on biodiversity loss due to industrial or urban development and mining, contributing to biodiversity conservation, and ecosystem preservation and restoration.
- Advisory activities on biodiversity protection and engineering, contributing to ecosystem restoration, soil fertility, water retention, biodiversity preservation, and erosion mitigation.
- Water management consulting and engineering, contributing to reduced desertification, improved soil moisture retention, reduced soil degradation and increased vegetation, and prevention of erosion and land degradation.

Arcadis has identified two potential material negative impacts related to biodiversity and ecosystems resulting from its involvement in projects:

- Negative environmental impact, e.g., habitat destruction or fragmentation due to development of infrastructure or industrial estates, may negatively impact biodiversity.
- Urban development may negatively impact natural habitats, cause soil degradation, surface runoff and water pollution, fragmentation of natural landscapes, reduced biodiversity, and disruption of ecosystems.

4.1.2 Risks

No material risks were identified for biodiversity and ecosystems.

4.1.3 Opportunities

Arcadis has identified actual material opportunities related to biodiversity and ecosystems through its consulting activities.

- Increased demand for biodiversity consulting due to emerging regulations.

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- Increased demand for pollution prevention solutions in industrial, urban development, and construction activities.
- Increased demand for consultancy on biodiversity loss and biodiversity-improving design.
- Increased demand for biodiversity advisory projects related to land restoration.

4.2 Process for Monitoring

Arcadis will monitor the management of impact, risks, and opportunities through its consolidated non-financial reporting system, which is managed by the Non-Financial Reporting Team, residing in the Finance Department.

4.3 Goals

Arcadis' goals with this Biodiversity and Ecosystems Policy are to:

1. **Identify** how Arcadis affects biodiversity and ecosystems, in terms of material positive and negative, actual, and potential impacts, including the extent to which it contributes to the drivers of biodiversity and ecosystem loss and degradation.
2. **Report** annually in its Sustainability Statement to stakeholders the actions taken and the results of such actions to prevent or mitigate material negative actual or potential impacts, protect, and restore biodiversity and ecosystems, and address risks and opportunities.
3. **Describe** the plans and capacity of Arcadis to adapt its strategy and business model in line with internationally accepted biodiversity frameworks including:
 - Respecting planetary boundaries related to biosphere integrity and land system change.
 - The vision of the Kunming-Montreal Global Biodiversity Framework and its relevant goals and targets.
 - Relevant aspects of the EU Biodiversity Strategy for 2030.
 - Directive 2009/147/EC of the European Parliament and of the Council and Council Directive 92/43/EEC (EU Birds and Habitats Directives).
 - Directive 2008/56/EC of the European Parliament and of the Council (Marine Strategy Framework Directive).
4. **Outline** in its Sustainability Statement to stakeholders how Arcadis manages its material risks, dependencies and opportunities related to biodiversity and ecosystems, and the nature, type and extent of those risks, dependencies, and opportunities.
5. **Provide insight** to stakeholders into the financial effects on Arcadis over the short-, medium- and long-term of the material risks and opportunities arising from its impacts and dependencies on biodiversity and ecosystems.
6. **Meet** disclosure requirements on biodiversity and ecosystem related impacts in Arcadis' activities, products, and services, as well as on related actions directed at protecting and restoring biodiversity or ecosystems and to apply that data to assess progress and set targets.
7. **Work** collaboratively with clients and suppliers to identify and implement positive biodiversity and ecosystem impacts in our projects.

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4.4 Own Operations

Arcadis will evaluate and report its biodiversity impact (biodiversity footprint) associated with its network of offices annually. This will include both static and dynamic footprint assessment.

4.4.1 Targets and Performance Indicators

Arcadis has set a global baseline and targets for biodiversity for its network of offices and will endeavor to have these targets approved by the Science Based Targets Network.

4.5 Value Chain

Arcadis will conduct biodiversity and ecosystem risk assessments across its portfolio of projects to identify where actual or potential material negative or positive impacts occur or may occur over the short, medium, and long-term. Based on these solution-level risk assessments:

- Arcadis will prioritize for which projects it expects to perform biodiversity and ecosystem assessments. These assessments will be conducted by qualified professionals and will help us identify and minimize negative impacts on biodiversity. We will also explore opportunities to enhance biodiversity and ecosystem services, where feasible and appropriate.
- Arcadis will seek to implement measures to prevent pollution, habitat destruction, and degradation in the way we design and assist clients in taking appropriate actions to restore and rehabilitate affected areas, in consultation with relevant stakeholders and experts.

4.6 Reporting and Disclosure

Arcadis will report and disclose progress on biodiversity and ecosystems related topics by:

- In line with CSRD, disclosing information related to our activities that affect biodiversity and ecosystems, the material impacts of our operations, and the measures taken to address any material negative impacts.
- Informing internal stakeholders who play a role in this policy's implementation through its existing Arcadis Risk and Control Framework and Business Process Optimization network. External stakeholders who are expected to contribute to the implementation of this policy will be informed via their regular contacts within Arcadis, such as for example the Growth Organization and Global Business Areas will inform clients, and the Procurement team will inform suppliers.
- Providing regular updates to stakeholders on our sustainability performance, including matters related to biodiversity and ecosystems.

4.7 Monitoring and Review

This policy will be reviewed periodically to confirm its effectiveness and relevance. Any necessary updates will be made to align with changing business conditions, stakeholder expectations, and regulatory requirements.

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5.0 Definitions

Link to [Arcadis Virtual Assistant \(AVA\)](#) for definitions.

6.0 Records

Not Applicable.

7.0 Reference Documents

| Document Number | Document Title |
|-----------------|--|
| GL-ST-PL-0002 | Arcadis Stakeholder Engagement Policy on Sustainable Topics. |

8.0 Process Flowchart

Not Applicable: Appendix A for the process flowchart.

9.0 Revision History

| Rev. | Author | Date | Approved by | Date | Description |
|------|--|-------------|--|-------------|-----------------|
| 1.0 | Joost Slooten Policy Rating & Risk Manager | 01/OCT/2024 | Edel Christie Chief Growth Officer | 19/DEC/2024 | Initial release |

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