ARCADIS NEDERLAND CARBON FOOTPRINT H1 2025

FAO: Management/Board of Directors

November, 2025

Contact

HESTHER ANSEMS
Corporate Sustainability Reporting Manager

M +316 1142 3562
E hesther.ansems@arcadis.com

Arcadis Nederland B.V.
Postbus 264
6800 AG Arnhem
Nederland

Index

1 Introduction

Arcadis Netherlands B.V. (hereinafter: ANL) has been compiling its CO2 footprint biannually since 2010. In this report, we will evaluate our emissions of the first half year of 2025, **01-01-2025 until 30-06-2025**. As this is a half year report, it's results are discussed and presented in less detail than the full-year report. Regardless, in this report we will further elaborate on our emissions per scope and activity and explain trends in increased or decreased emissions compared to the baseline (H1 2019) and previous (H1 2024) year.

The energy consumption data of companies is divided into three scopes (scope 1, 2, and 3) for calculating a carbon footprint. The scopes are distinguished by the degree to which the company can influence these emissions.

- **Scope 1** pertains to direct CO2 emissions that ANL can directly influence. This includes its own facilities, machinery, and installations where emissions occur directly on-site. Example: ANL has direct influence over the purchase of company vehicles (leased vehicles) and the type of fuel they use. Therefore, leased vehicles running on fossil fuels are part of Scope 1 emissions.
- **Scope 2** refers to indirect CO2 emissions that ANL can indirectly influence, but where the emissions occur at a different location. Example: While ANL has direct influence over the type of leased vehicles provided, it is beyond our control whether colleagues charge their vehicles with green or gray electricity. Since the emissions related to electricity generation occur elsewhere (namely the power plant), the electricity consumption of leased vehicles is part of Scope 2 emissions. The same goes for district heating.
- **Scope 3** involves indirect CO2 emissions over which ANL has no or limited influence. To illustrate: ANL employees have the choice to meet their business mobility needs in various ways, such as using their private car. ANL is responsible for the emissions, but not for the choices made by our employees and the type of cars they drive.

ANL reports 11 emission sources in this carbon footprint, which are distributed across the scopes as follows:

Table 1: Distribution of ANL's emission sources per scope

Direct CO_2-emissions	Indirect CO_2-emissies from energy generation	Other indirect CO_2-emissions
Scope 1	***Scope 2***	***Scope 3***
Natural gas consumption	Electricity consumption	Energy consumption from business travel using private cars
Fuel consumption of fossil-fueled leased vehicles	Electricity consumption of electric leased vehicles	Energy consumption from air travel
	Heat and cold consumption	Energy consumption from business travel using public transport
		Energy consumption from international train travel
		Energy consumption from machinery
		Other Influenceable Emissions (OBE's)[1]

[1] Since the new handbook (4.0) was published in January 2025, we are also asked to report on other influenceable emissions (OBE's). These will be reported on briefly and separately at the end of this report, in Chapter 5.6

1.1 Principles

This section provides a brief, bullet-point overview of the principles applied. Before data is collected for calculating the carbon footprint, the "system boundaries" are determined. These are described in the full-year reports, and define the framework within which data collection takes place. For this H1 2025 carbon footprint, the following principles were applied:

- This carbon footprint was prepared in accordance with NEN ISO 14064-1;
- This carbon footprint pertains to the period from January 1, 2025, to June 30th, 2025;
- To convert energy data (e.g., in kWh or liters of gasoline) into CO_2 emissions, ANL uses the most recent CO_2 emission factors of the reporting year in accordance with the CO_2 Performance Ladder handbook (SKAO, 2020). These emission factors are sourced from: https://www.co2emissiefactoren.nl;
- The number of employees in the reporting year is based on the flow (the average) over the reporting year, with reference dates of January 1st, 2025, and June 30th, 2025. The numbers of employees and FTE on both dates are first added up, and then divided by 2 to get the average over the half year period. This includes both ANL's own workforce and contemporary/contingent workers;
- The floor areas of the buildings are reported in accordance with the NEN 2580 methodology;
- The reference year used to compare the results of the current reporting year (H1 2025) is H1 2019;
- Please note that 2 locations have changed in H1 2025 compared to H1 2024 and H1 2019;
- We have relocated offices in Arnhem, from Beaulieustraat to Amsterdamseweg, per sept 2024; and
- We have merged offices in Amsterdam, replacing Amsterdam Sloterdijk with Symphoy Offices per dec 2024.

1.2 Uncertainties

The presented results should be interpreted with a small margin of uncertainty due to several factors:

- For some locations of ANL, measurement data is not available for the full period from January 1, 2025, to June 30th, 2025. Only at the single-tenant (ST) offices real-time insight into our performance is available;
- In cases where we rely on data provided by third parties, we are not always able to receive meter readings from the exact dates of the measured period, if we were provided with meter values at all. This has proven to be particularly challenging for the year 2024 and H1 2025. This data issue has been flagged and corrective action has been taken (such as the agreement that ISS, our new facility management, will be responsible for this part of the data collection from November 2025 and onwards). Missing data is corrected in retrospective as much as possible.
- To calculate meter readings for the actual and precise period of H1 2025, estimations were made using degree days (for gas or heating consumption), sun hours (for solar panel output), or the number of days (for electricity readings) to approximate the consumption/production over the entire period.
- Additionally, no invoices or reliable measurement data were available for the storage locations at Assen Zendmastweg and Rosmalen. In these cases, like previous years, assumptions about natural gas and/or energy consumption were made based on invoices from previous years, adjusted using degree days. These are small locations that are under consideration for decommissioning.
- For international travel, data has been collected since 2023 by Arcadis Global B.V. via ThrustCarbon and communicated to Arcadis Nederland B.V;
- For the purchasing of SAF, the Dutch contract has been incorporated in the Global contract, disabling us from reporting the factual amount of SAF purchased for Arcadis Netherlands B.V. Therefore, we have estimated the SAF-related reduction based on a percentage of SAF-emission reduction provided in previous reports (26%); and
- Since we have merged offices in Amsterdam, combining our employees from Amsterdam Sloterdijk in our Symphony office, the energy consumption of Symphony that can be attributed to NL010 (Arcadis Netherlands B.V.) has been calculated based on an FTE split. This is because we now share this office with three entities: NL010 (Arcadis Netherlands B.V.), NL100 (Arcadis N.V.) and NL030 (Arcadis Global B.V.). Because the FTE for these three entities is known for the Symphony office, the FTE split could be calculate for NL010 (38,3%).

2 TOTAL CARBON FOOTPRINT H1 2025

In the first half year of 2025, our CO_2 emission equalled **1.110,8** ton CO_2-eq and **22.961,1 GJp** (energy use). When looking at CO_2, this is a reduction of **–3,4%** compared to H1 2024 (previous period), **-52,0%** compared to H1 2019 (baseline year), and **-75,6%** compared to H1 2010, the very first year we started measuring. This can be attributed to careful planning, with the end goal of achieving net zero in 2030 (allowing for some compensation of emissions) and 0 emissions in 2050 (allowing for compensation of absolutely inevitable emissions). Table 1 below provides an overview of all measured emissions (Scope 1, 2 and 3) in H1 2025.

Since this year (2025), besides CO_2, we also include energy use (GJp) in all graphs. This is to integrate our energy and CO2 reporting. In previous years we documented energy consumption largely separately through our ISO 50.001 (energy management) documentation. By incorporating energy in these yearly progress reports we still comply with a lot of these energy requirements, including those in the new handbook 4.0 of the CO_2 Performance Ladder. Reducing our energy consumption is of utmost importance to our organization, and we have set ambitious targets to reduce our energy consumption in our Climate Transition Plan. This is to comply with the new handbook 4.0 of the CO_2-performance ladder, yet this also matches our ambition to operate in an energy efficient manner.

Table 1 Arcadis Netherlands B.V. - H1 2025 CO_2 emissions

		H1 2025		
Emissions and scope in accordance with ISO 14064		**Total CO_2-emission 2024** [ton/yr]	**Relative share** [%]	**CO_2 relative to FTE** [ton/FTE]
Direct CO2-emissions		**407,0**	**36,6%**	**0,2**
Natural gas consumption	Scope 1	57,2	5,2%	0,0
Fuel consumption lease cars	Scope 1	349,7	31,5%	0,2
Indirect CO2-emissions		**215,8**	**19,4%**	**0,1**
Electricity consumption offices	Scope 2	-	0,0%	-
Electricity consumption lease cars	Scope 2	171,3	15,4%	0,1
Cold and heat consumption	Scope 2	44,5	4,0%	0,0
Other indirect CO2-emissions		**488,1**	**43,9%**	**0,2**
Fuel consumption of private cars	Scope 3	259,8	23,4%	0,1
Plane travel	Scope 3	158,3	14,3%	0,1
Commercial public transport	Scope 3	64,2	5,8%	0,0
International train travel	Scope 3	3,8	0,2%	0,0
Machines	Scope 3	1,9	0,2%	0,0
Total		**1.110,8**	100,0%	**0,56**

Similar to previous years, our lease cars (Company Owned Vehicles) are responsible for most of our emissions: fossil and electric lease cars emitted **46,9%** of our total emissions in H1 2025. Logically, it is mostly our fossil lease cars that are responsible for these emissions (**31,5%**). Following our lease cars and equally similar to previous years, employee travel with private cars are responsible for **23,4%** of our emissions, in turn followed by plane travel which accounted for **14,3%** of total H1 2025 emissions. Together, our lease cars, private car travel and plane travel are responsible for **84,6%** of our total H1 2025 emissions.

Table 2 Arcadis Netherlands B.V. energy use per activity in H1 2025.

		H1 2025		
Emissions and scope in accordance with ISO 14064		**GJ**		**GJ relative**
		[GJ/year]	[%]	Per employee [GJ/fte]
Direct energy consumption		**1.198,9**	***5,2%***	***0,6***
Natural gas consumption	Scope 1	849,1	3,7%	0,4
Fuel consumption lease cars	Scope 1	349,7	1,5%	0,2
Indirect energy consumption		**7.944,7**	**34,6%**	**4,0**
Electricity consumption offices	Scope 2	2.825,4	12,3%	1,4
Electricity consumption lease cars	Scope 2	3.835,1	16,7%	1,9
Cold and heat consumption	Scope 2	1.284,1	5,6%	0,6
Other energy consumption		**13.817,5**	***60,2%***	***7,0***
Fuel consumption of private cars	Scope 3	3.785,4	16,5%	1,9
Plane travel	Scope 3	2.745,5	12,0%	1,4
Commercial public transport	Scope 3	7.069,0	30,8%	3,6
International train travel	Scope 3	133,9	0,6%	0,1
Machines	Scope 3	83,7	0,4%	0,0
Total		**22.961,1**	**195%**	**22,53**

Table 2 provides a similar overview as Table 1 but then for energy consumption. Similar to the overview our CO_2 emissions per activity, Scope 3 is the biggest source of energy consumption (**60,2%**). A main difference with CO_2 is that the second most energy is consumed in Scope 2 (**34,6%**). Scope 1 only accounts for **5,2%** total energy consumption. Most energy is consumed for commercial public transport (**30,8%**), a sharp contrast with the amount of CO2 emissions in this category (**5,8%**). The second most energy consuming category are our electric lease cars (**16,7%**), followed by fuel consumption of private cars (**16,5%**). The following figures illustrate the CO2 emission and energy consumption for H1 2025. The following pages will provide a more detailed analysis of our Scope 1, 2 and 3 emissions and energy use in H1 2025.

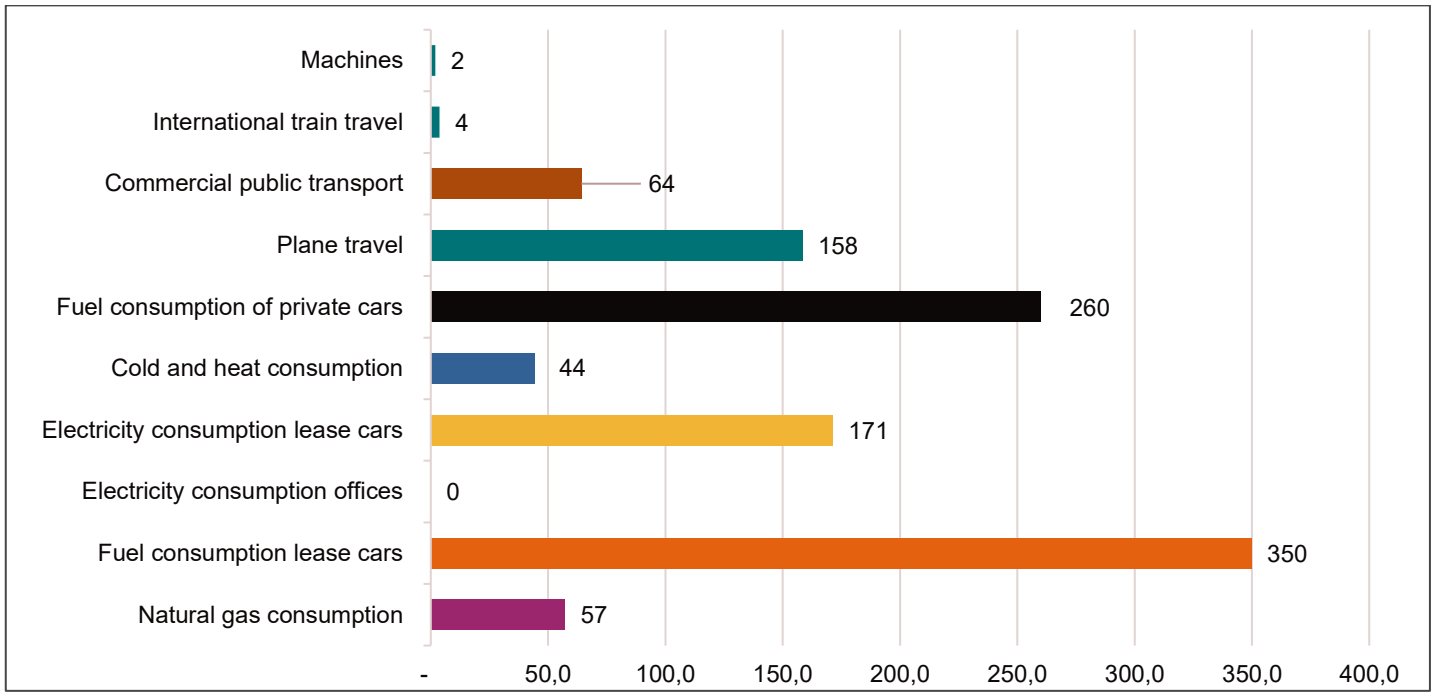


Figure 1 Arcadis Netherlands B.V. - CO_2 emissions (in ton CO_2) per activity in H1 2025.

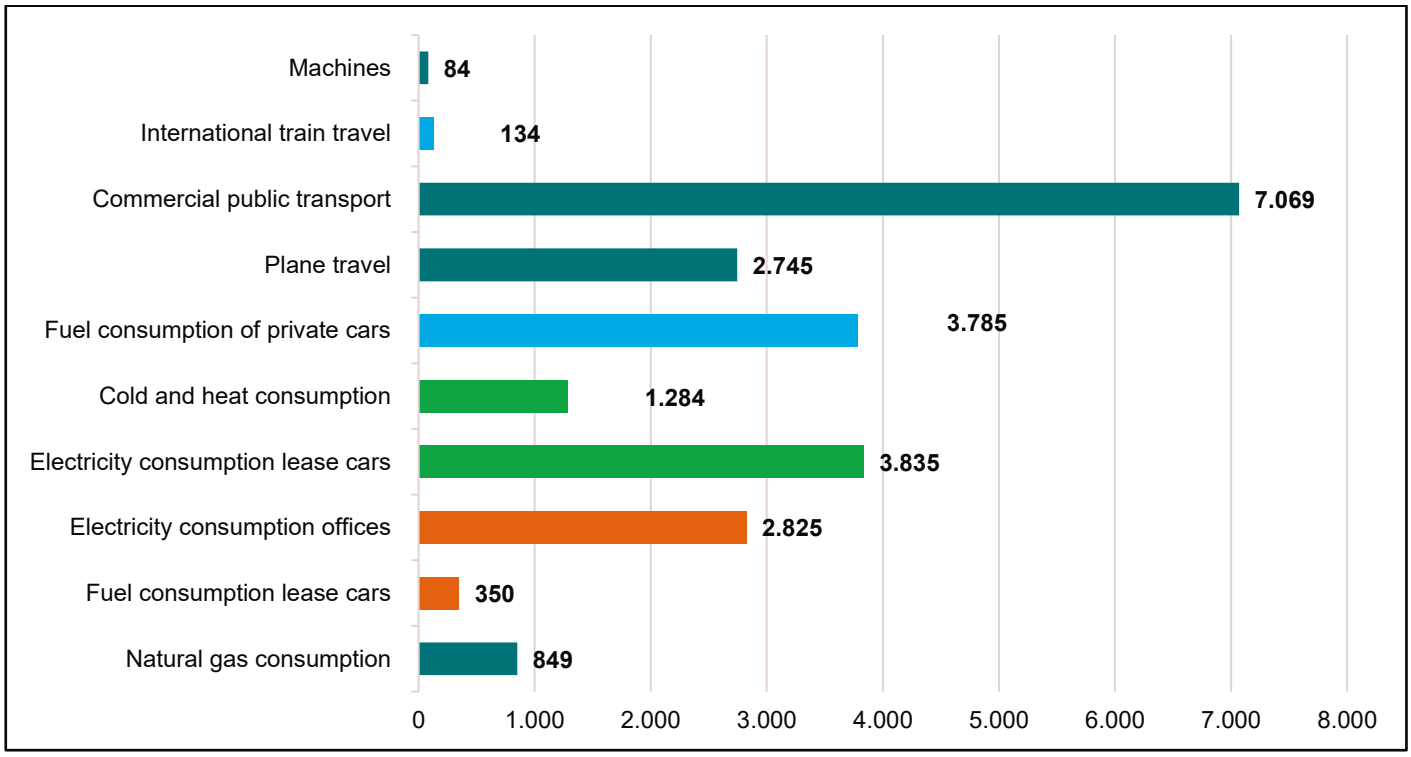


Figure 2 Arcadis Netherlands B.V. - Energy use (in GJp) per activity in H1 2025.

3 SCOPE 1 EMISSIONS

This chapter outlines the direct CO_2 emissions (Scope 1) of ANL in H1 2025. At ANL, Scope 1 emissions originate from natural gas consumption (section 3.1) and fossil fuel consumption by lease cars (section 3.2). In this period, the total Scope 1 emissions equaled **407,0 tons of CO_2**, accounting for **36,6%** of ANL's total emissions. When looking at energy use, Scope 1 consumed **1.198,9 GJp** in H1 2025, equaling **5,2%** of our total energy use. This discrepancy between the relative high amount of CO_2 emitted in this scope as opposed to the relatively low amount of energy used is mainly a result of our lease cars: we drive far less fossil than electric vehicles, however, it is the fossil cars that emit the most.

3.1 Natural gas

In H1 2025 the total natural gas consumption of our offices emitted **57,2 ton CO_2** equaling **5,2%** of our total CO_2 emissions in H1 2025. The figures below grants insight in these emissions (ton CO_2) and energy use (GJp) in H1 2025, as well as compared to H1 2024 (previous period) and H1 2019 (baseline).

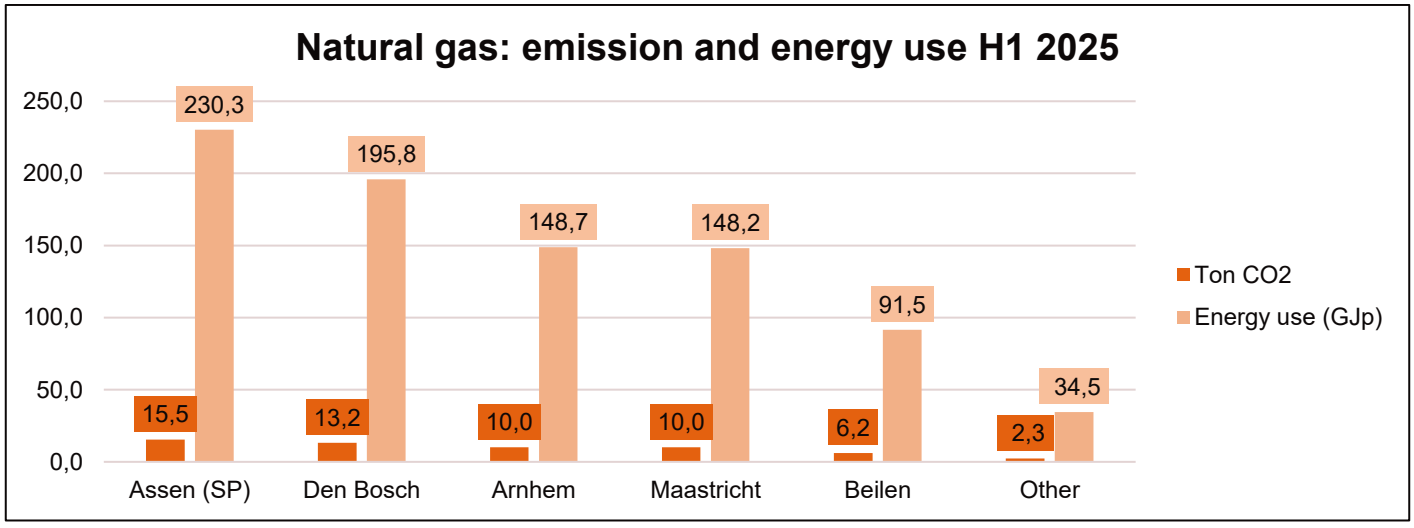


Figure 3 Arcadis Netherlands B.V. - Natural gas (ton CO2) and energy use (GJp) in H1 2025.

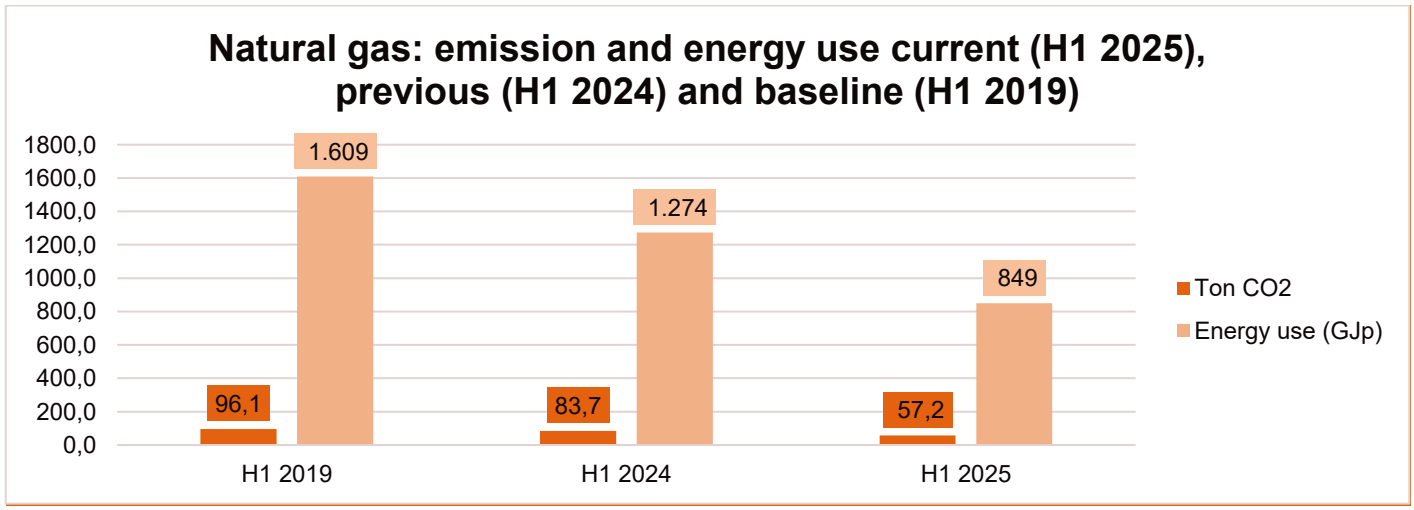


Figure 4 Arcadis Netherlands B.V. -Natural gas emissions (ton CO2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

3.2 Lease cars: fossil

In H1 2025 our fossil lease cars emitted **349,7 ton CO2**, equaling **31,5%** of our total H1 2025 emissions. Most of these emissions are caused by gasoline lease cars (81,9%), the other (18,1%) are diesel cars. The figures below grant insight in these emissions (ton CO_2) and energy use (GJp) in H1 2025, as well as compared to H1 2024 (previous period) and H1 2019 (baseline).

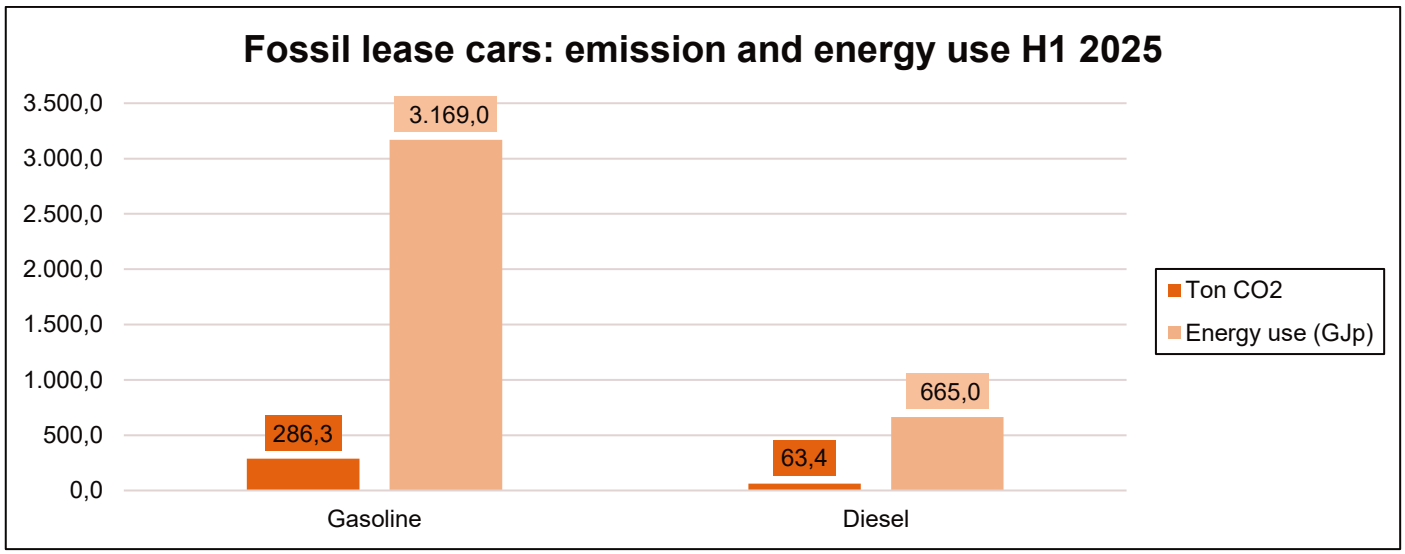


Figure 5 Arcadis Netherlands B.V. - Fossil lease car emissions (ton CO2) and energy use (GJp) in H1 2025.

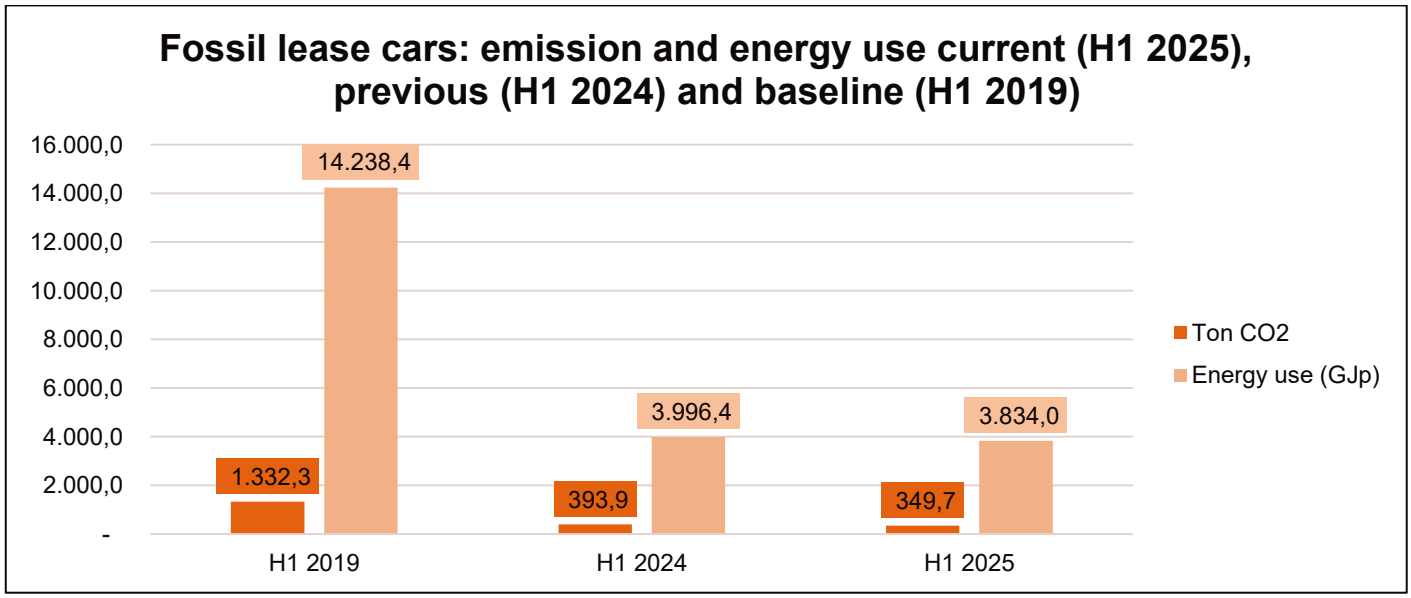


Figure 6 Arcadis Netherlands B.V. - Fossil lease car emissions (ton CO2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

4 SCOPE 2 EMISSIONS

This chapter presents the indirect CO_2 emissions from energy generation (Scope 2) for ANL in H1 2025. This includes emissions caused by the electricity consumption of buildings, electric lease cars and heating and cooling consumption. In H1 2025, Scope 2 accounted for **215,8 tons of CO_2**, representing **19,4%** of our total emissions. Looking at energy, Scope 2 used **7.944,7 GJp**, representing **34,6%** of total energy use in H1 2025). Both for emissions and energy use, this is an increase compared to H1 2024 and H1 2019, a logical result of electrifying our lease fleet.

4.1 Buildings: electricity

Since green electricity is purchased for all our offices, resulting in **0 CO_2** emissions for this activity, this paragraph will not describe any CO_2 emissions. Rather, this section will provide insight in the amount of electricity purchased for the use of and the amount of electricity generated (PV) by our offices. Although the declining amount of electricity consumed by our buildings is a positive trend (see Figure 5), the declining amount of electricity produced by our solar panels (PV) is a negative trend. This decline is due to two factors: relocation to a new office in Arnhem (letting go of our solar panels) and a disruption in our PV panels at our Eempolis office, due to large-scale maintenance.

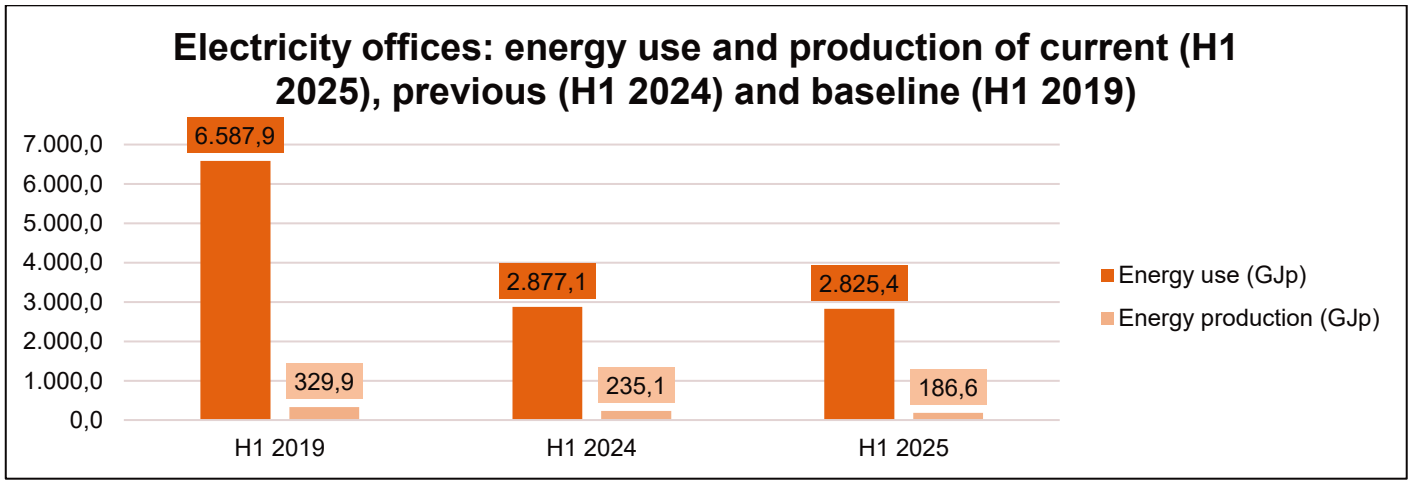


Figure 7 Arcadis Netherlands B.V. - Electricity use and production (GJp) in H1 2025, H1 2024 and H1 2019.

4.2 Buildings: cold and heat

In H1 2025 the total CO_2 emission of heat and cold for our offices was **44,5 ton CO_2** (**4,0%** of our total emissions in the same period) and **1.284,1 GJp** (**5,6%** of total energy use in H1 2025).

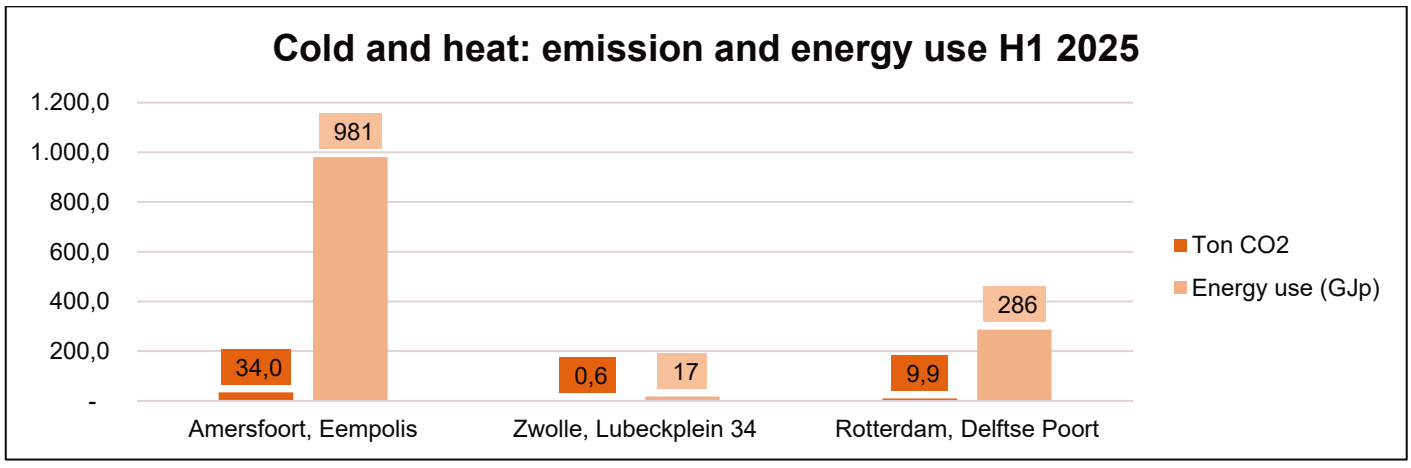


Figure 8 Arcadis Netherlands B.V. - Cold and heat consumption (ton CO_2) and energy use (GJp) in H1 2025

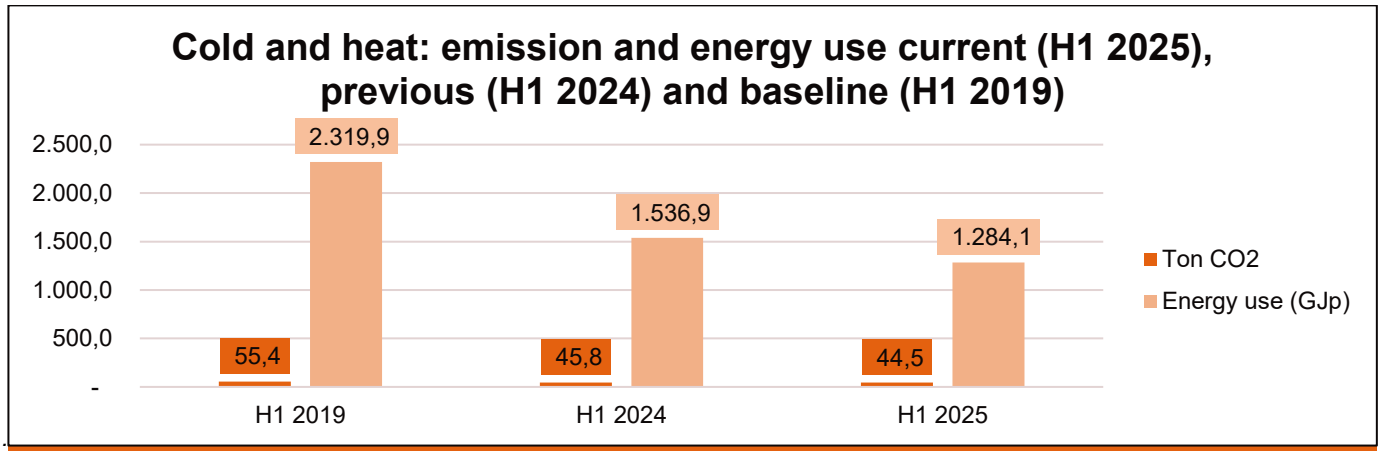


Figure 9 Arcadis Netherlands B.V. - Cold and heat emissions (ton CO_2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

A declining (positive) trend can be observed from Figure 7, diminishing our CO_2 emissions (**-19,7%** compared to H1 2019) and primary energy use (**-44,6%** compared to H1 2019).

4.3 Lease cars: electricity

ANL is electrifying their lease cars at a fast rate: on 30-06-2025, **76,4%** of our company owned vehicles were fully electric. Because of our increase of EV cars our electricity needs are increasing causing our Scope 3 emissions to grow significantly . Although this causes a relatively high energy consumption, the CO_2 emission are relatively low. In H1 2025 our electric lease cars emitted **171,3 ton CO2** (**15,4%** of total H1 2025 emissions) and consumed **3.835,1 GJp** (**16,7%** of total H1 2025 energy use).

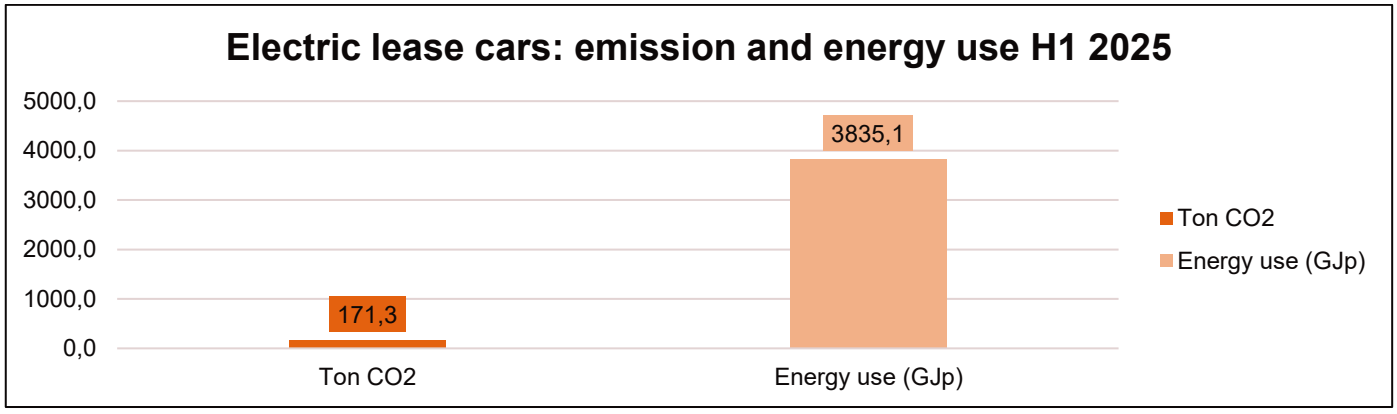


Figure 10 Arcadis Netherlands B.V. - Electric lease car emission (ton CO_2) and energy use (GJp) in H1 2025

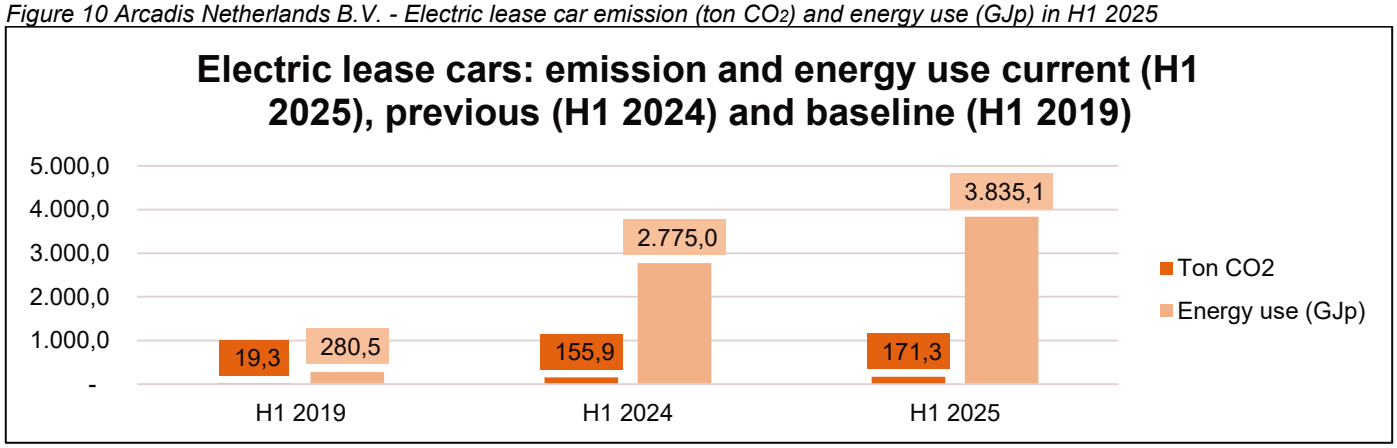


Figure 11 Arcadis Netherlands B.V. - Electric lease car emissions (ton CO_2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

5 SCOPE 3 EMISSIONS

This chapter presents the other indirect CO_2 emissions (Scope 3) of ANL in H1 2025. This includes emissions caused private cars (5.1), air travel (5.2), domestic public transport (5.3), international train travel (5.4), and finally, a small number of machines at the storage location in Beilen (5.5). In total, Scope 3 emissions amounted to **488,1 tons of CO_2** in H1 2025, accounting for **43,9%** of ANL's total emissions, and **13.817,5 GJp** (energy use), accounting for the vast majority (**60,2%**) of total H1 2025 energy use. This is largely due to commercial public transport (the train), resulting in a high energy consumption and a relatively low emission.

5.1 Private cars

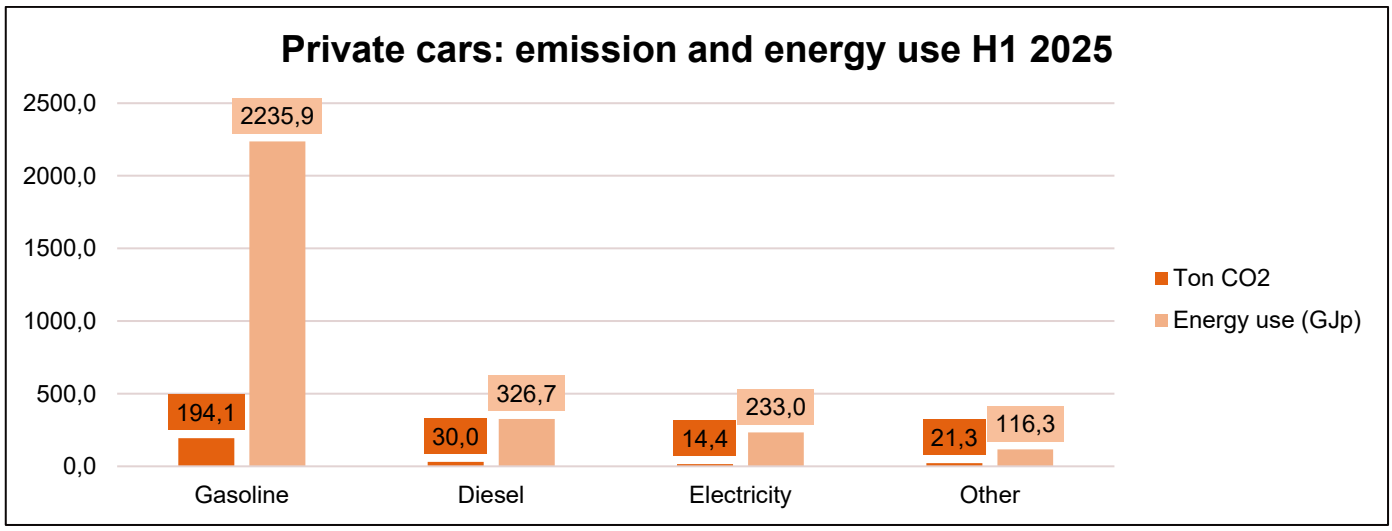


Figure 12 Arcadis Netherlands B.V. - Private car emission (ton CO_2) and energy use (GJp) in H1 2025

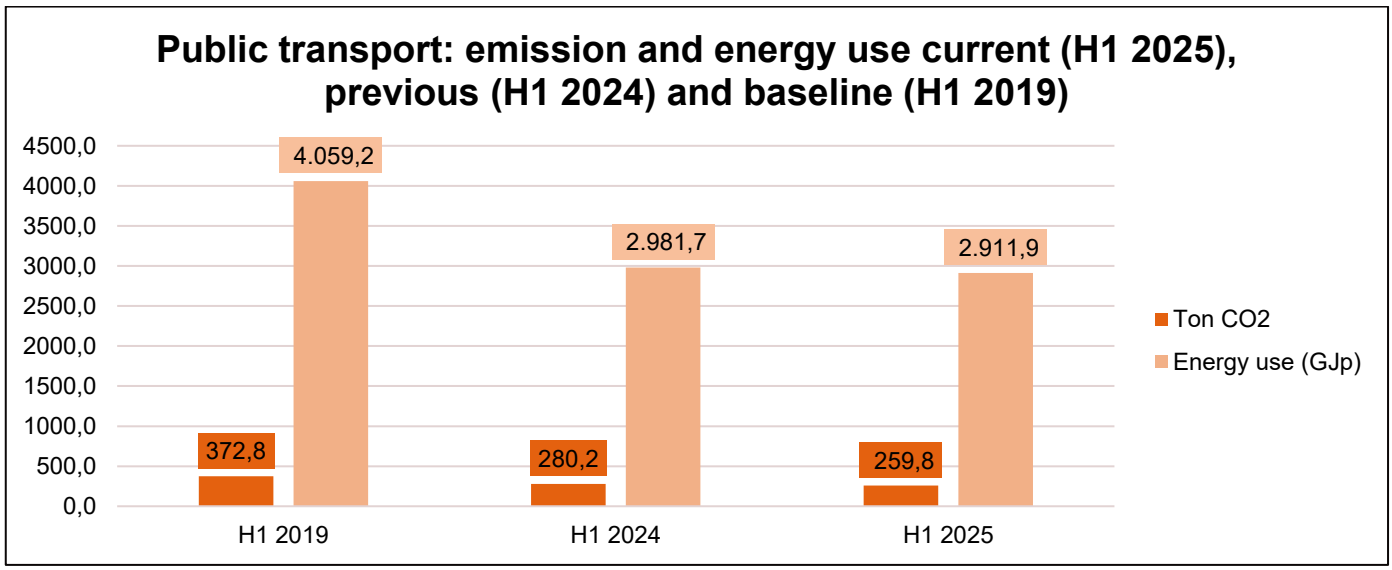


Figure 13 Arcadis Netherlands B.V. – Private car emissions (ton CO_2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

5.2 Plane travel

Flight emissions are an important aspect of our carbon footprint and a major target for reducing emissions. Therefore, we have implemented various strict flight rules, such as restricting plane travel for distances under <700 km, if an international train is possible. The effectiveness of this policy can be seen that in H1 2025, only **2,8%** of all plane travel were short-haul (700 km) flights, corresponding with **6,5 ton CO_2 emission**. In H1 2024, this was **9,5%** (**17,4 ton CO_2**): hence, a positive trend can be observed in H1 2025 in this regard.

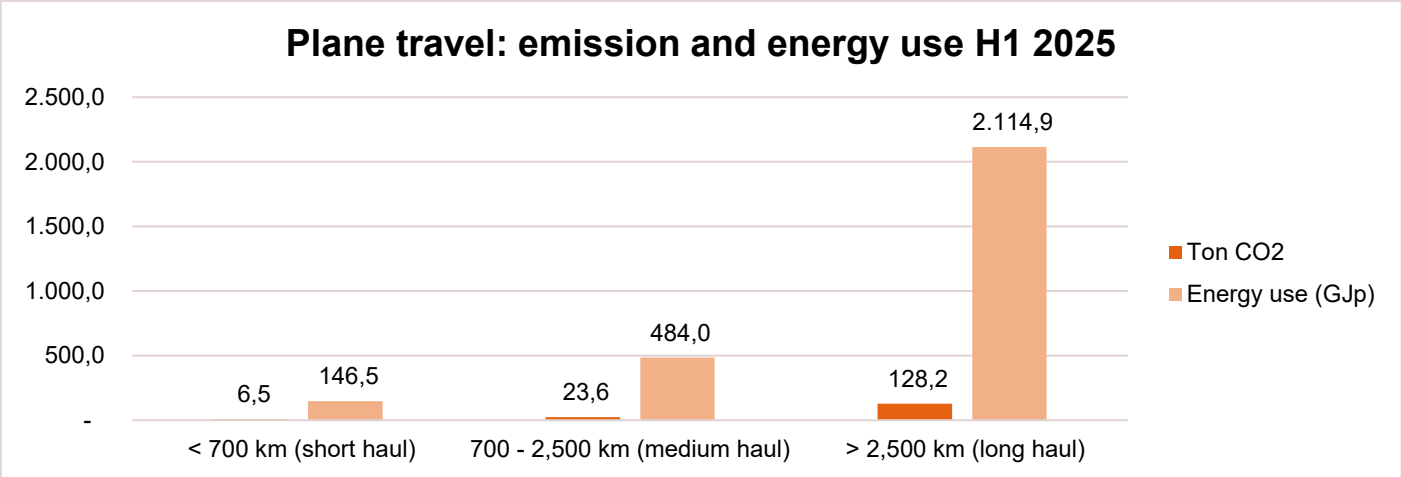


Figure 14 Arcadis Netherlands B.V. – Plane travel emission (ton CO_2) and energy use (GJp) in H1 2025.

When it comes to total emissions, however, a negative trend can be observed when comparing H1 2025 to H1 2024 emissions, since total flight emissions increased by **20,5%**. This is an important aspect that requires our attention the coming years. Compared to H1 2019 (the baseline), however, the H1 2025 trend is again a little more positive since flight emissions have decreased by **63,9%**. Our target for 2025 was to reduce our plane travel emissions with **50%** compared to 2019, following the prognosis based on H1 2025, we have more than achieved this target with the decrease of **63,9%** described above.

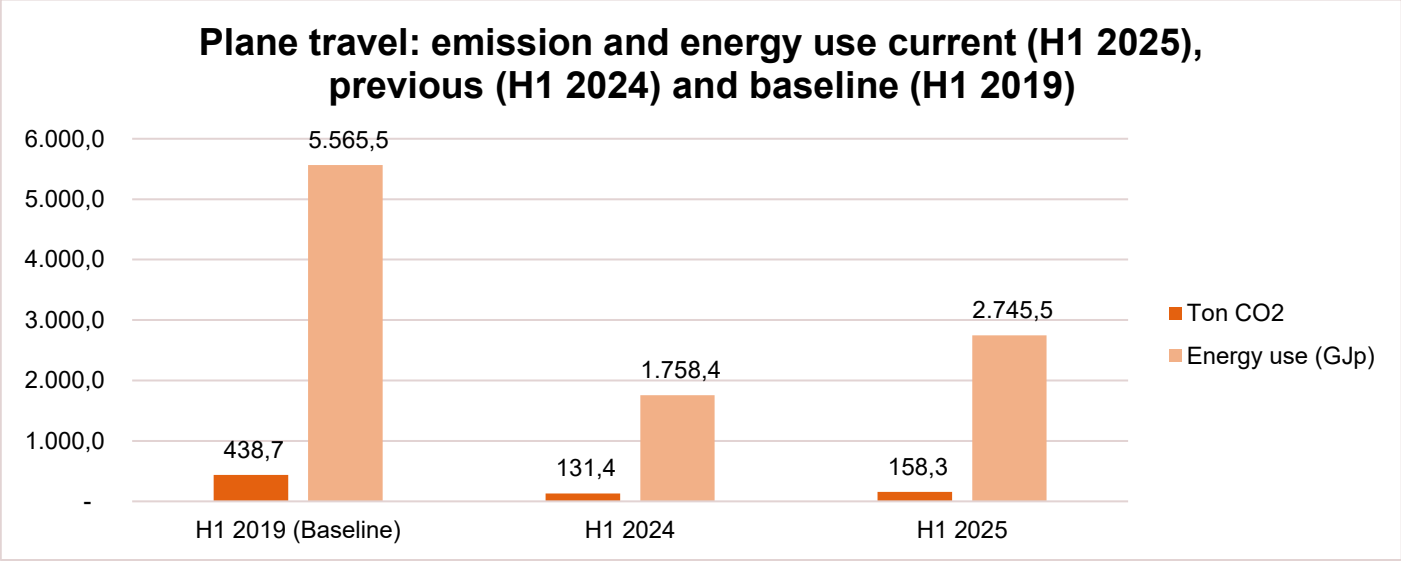


Figure 15 Arcadis Netherlands B.V. – Plane travel emissions (ton CO_2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019.

5.3 Domestic public transport

Domestic public transport (train, bus, tram, metro, GreenWheels and taxi) is responsible for the most of our energy use (**30,8%**), largely due to the fact that we travel a lot with the train. This proves the effectivity of our measure to provide a NS Business card for all our employees and relocating our offices to the near proximity of an intercity station. When looking at CO2 emissions, domestic public transport is only responsible for **5,8%** of total emissions.

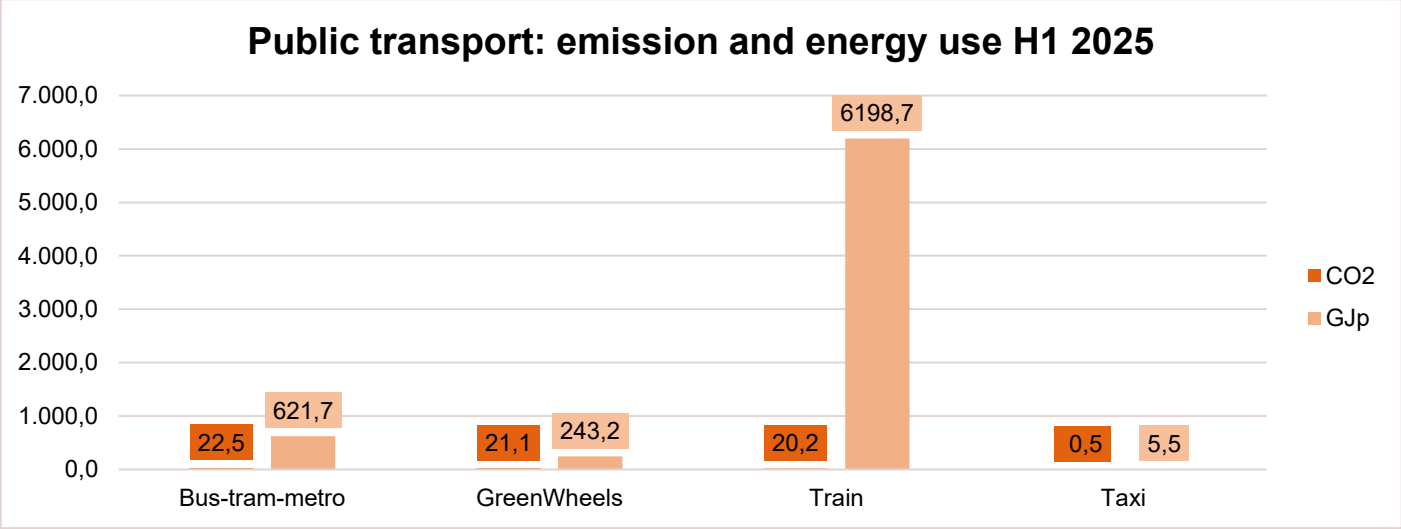


Figure 16 Arcadis Netherlands B.V. – Public transport emissions (ton CO2) and energy use (GJp) in H1 2025

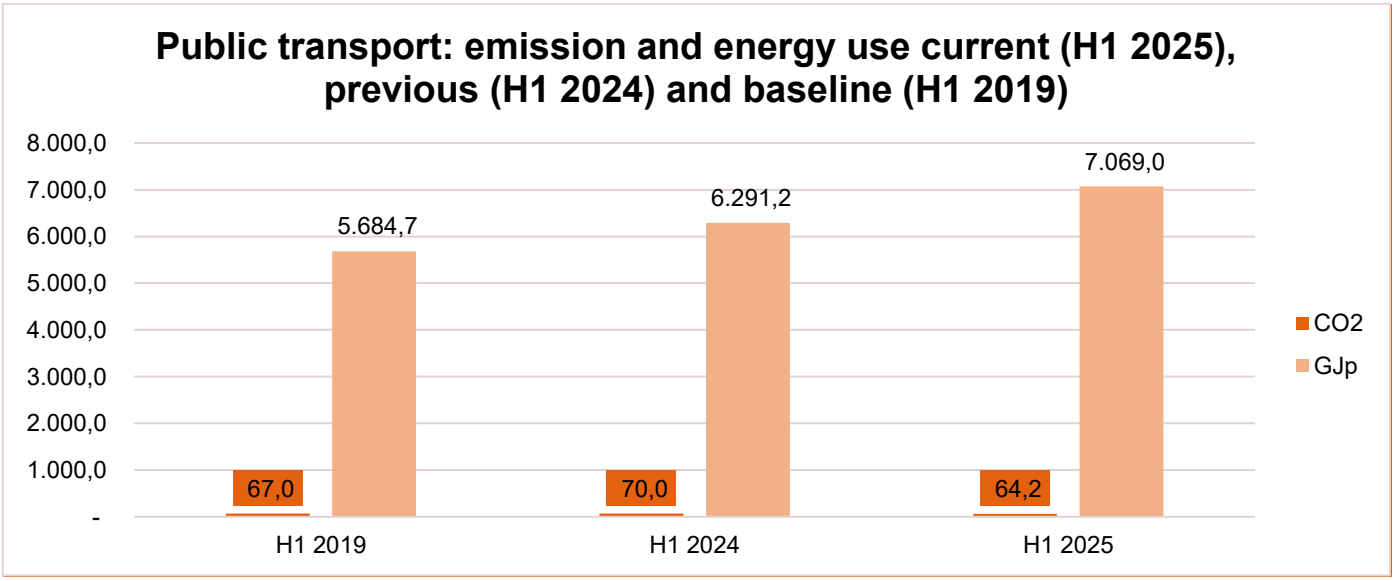


Figure 17 Arcadis Netherlands B.V. – Public transport emissions (ton CO2CO2) and energy use (GJp) in H1 2025, H1 2024 and H1 2019

What stands out is that we have emitted less emissions in H1 2025 compared to H1 2024 and H1 2019, yet our energy consumption increased in this period. This is because we started travelling less with shared car services (GreenWheels and taxi) and started travelling even more by train.

5.4 International train

In H1 2025, ANL employes travelled 145.397,0 km by international train. This emitted **3,8 ton CO2**, accounting for **0,2%** of total emissions – a negligible amount, hence this will not be further elaborated upon. However, a positive trend can be observed when compared to H1 2024, since our employees started travelling more with the international train in H1 2025 compared to H1 2024 (**+56%**) and less with the plane for these distances (**-70,1%** less flights <700 km between H1 2025 and H1 2024).

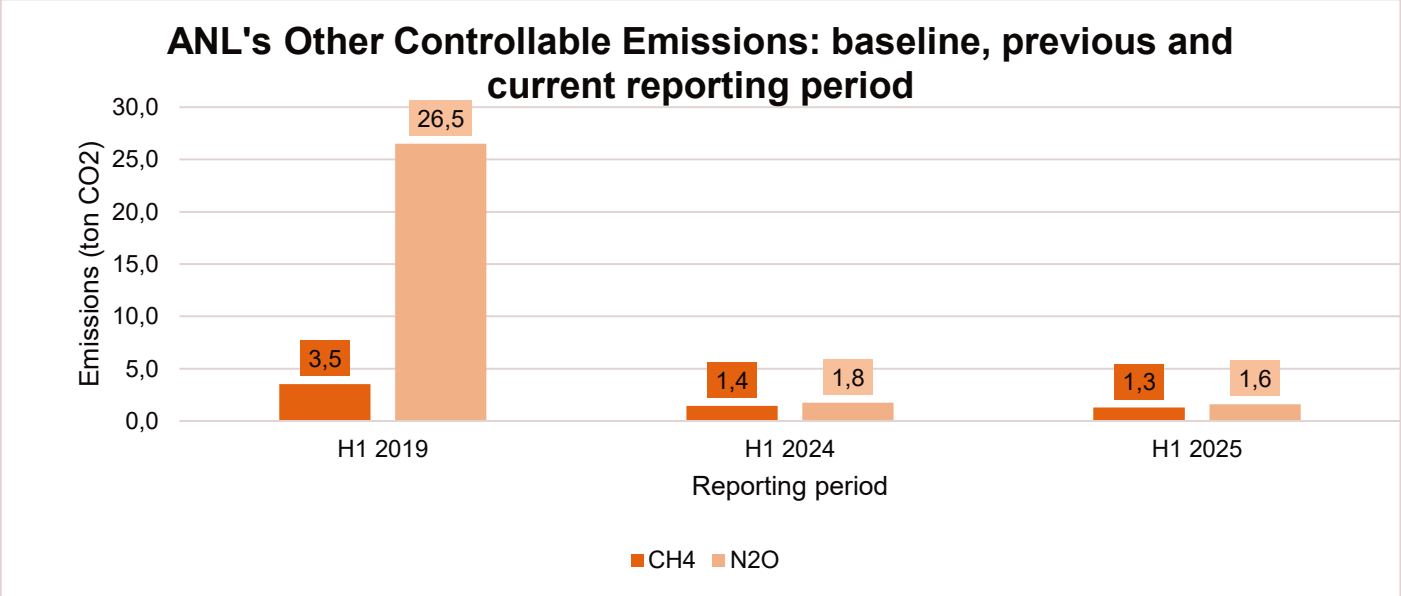
5.5 Machines

At the office and storage location in Beilen, machines are present that consume diesel (HVO100), gasoline (Aspen), and electricity. These emissions are related to machines used at third-party locations, by Arcadis on project sites (outside the facility), or those rented out. As such, these emissions are reported under Scope 3 in accordance with the Operational Control Approach. In H1 2025, the total CO_2 emissions caused by the fuel consumption of these machines amounted to **1,9 tons**, which is also a negligible amount and will not be further elaborated upon.

6 Other Controllable Emissions (OCE's)

The new CO_2-PL handbook (4.0) requires us to report on other controllable emissions, besides CO_2. Our reporting system Sphera has been keeping track of some of these emissions, which are elaborated upon below.

The OCE's measured through Sphera are methane (CH4) and nitrous dioxide (N2O), expressed in tonnes of CO_2. The figure below illustrates the trend in our OCE's, comparing the baseline, previous and current reporting period.



Between H1 2019 and H1 2025, our OCE's decreased by 90,3%. Between H1 2024 and H1 2025 these OCE's have further decreased with 9,1%.

Our Scope 1 and 2 non-GHG emissions are not material. We have determined this based on our OIE's. Our Scope 3 non-GHG emissions/OCE's are expected to be material for our project-related work, however, we do not have this data readily available yet. For now, this insight is limited to our internal operations.

7 Reduction: targets and progress

See the tables below for an overview of our reduction progress in H1 2025 compared to H1 2019, for Scope 1, 2, 3 and our total emissions.

Table 3 Progress on emission reduction in H1 2025.

	Emission reduction progress H1 2025		
Scope	**Actual emission H1 2025 [ton]**	**Planned emission H1 2025**	**Difference**
Scope 1	407,0	500,0	93,0
Scope 2	215,8	175,0	40,8
Scope 3	488,1	550,0	61,9
Total	**1.110,8**	**1.225,0**	**114,1**
Scope	**Actual reduction compared to H1 2019**	**Planned reduction compared to H1 2019**	**Difference**
Scope 1	-70,4%	-63.6%	6.8%
Scope 2	177,9%	125.3%	52.5%
Scope 3	-39,3%	-31,6%	7.7%
Total	**-50.8%**	**-44.6%**	6.2%

As can be seen in the tables above, we have surpassed our planned reduction for H1 2025 **with 114,1 ton CO_2** (**6,2%** more than our planned reduction). This is mainly due to excessive savings in Scope 1 and 3. In Scope 2, however, we can observe more emissions than planned (**40,8** ton CO_2 more than planned, or 52,5% more). This is because the electrification of our lease cars is advancing more rapidly than initially planned.

Table 4 Progress on plane travel target in H1 2025.

Additional target	**Actual reduction compared to H1 2019**	**Planned reduction compared to 2019**	**Difference H1 2019 – H1 2025**
Reducing flight emissions with 50% in 2025 compared to 2019	-63,4%	-50,0%	13,4%

Lastly, our Global target was set to achieve 50% less emissions from plane travel in 2025 compared to 2019. As can be seen in the table above, when we compare H1 2025 with H1 2019 we have reduced our emissions with **63,4%**, well surpassing this target. However, H1 2025 plane emissions increased by **20,5%**, a negative trend that requires our attention in the coming period.

Colofon

ARCADIS NEDERLAND CARBON FOOTPRINT H1 2025
DIRECTIE ARCADIS NEDERLAND B.V. ARNHEM

AUTEUR
Hesther Ansems

About Arcadis

Arcadis is the global partner at the forefront of today's most impactful projects. We help our clients make sustainable choices through a combination of digital innovation, expertise, and forward-thinking skills in areas such as the environment, energy, water, buildings, transport, and infrastructure. We go the extra mile to offer our clients tailored solutions for design, engineering, and consulting. By applying data-driven insights, we shape the natural and built environment together. With more than 35,000 people, we combine global expertise and jointly tackle challenges such as climate, affordable energy, and livable cities. We improve quality of life through our presence in more than 30 countries. In 2024, we achieved a gross revenue of €5.0 €5,0 miljard.

www.arcadis.com

Arcadis Nederlands B.V.

Postbus 264
6800 AG Arnhem
Nederlands

T +31 (0)88 4261 261

Arcadis. Improving quality of life