

<b>No: GL-ST-PL-0104</b>	<b>Policy</b>	
<b>Revision: 1.0</b>	<b>Climate Change Mitigation and Adaptation</b>	

## 1.0 Purpose

This Climate Change Mitigation and Adaptation Policy outlines Arcadis' approach to climate change in alignment with the Corporate Sustainability Reporting Directive of the European Union (CSRD). Arcadis has a science-based target that calls for the company to be net zero by 2035 across its value chain. We have analyzed climate change risks in our operations and are taking measures to adapt to and mitigate these risks where needed.

## 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 all subtopics within the European Sustainability Reporting Standards (ESRS) Climate Change as material and therefore part of this policy's scope. These encompass climate change adaptation, climate change mitigation, and energy.

## 3.0 Roles and Responsibilities

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

<b>Role</b>	<b>Responsibility</b>
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.
Procurement Team	Responsible for working with suppliers on opportunities that can contribute to the realization of policy objectives.

<b>Classification label:</b>	<b>Public</b>	<b>Prepared By:</b>	<b>Reviewed/Approved By:</b>
<b>Date of Issue:</b>	<b>19/Dec/2024</b>	<b>Joost Slooten</b>	<b>Edel Christie</b>
<b>Date Published:</b>	<b>19/Dec/2024</b>		

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<b>Role</b>	<b>Responsibility</b>
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 one actual material positive impact under the subtopic climate change adaptation.

- Arcadis provides climate adaptation and resilience services contributing to more resilient communities.

Arcadis has identified one actual material positive impact under the subtopic climate change mitigation.

- Arcadis provides climate mitigation services contributing to reducing global greenhouse gas (GHG) emissions.

Arcadis has identified one actual material negative impact under the subtopic of climate change mitigation.

- Through its involvement in client projects, Arcadis contributes to GHG emissions generated via these projects.

#### 4.1.2 Risks

Arcadis has identified three material risks related to climate change.

- In climate change adaptation, Arcadis sees actual value chain risks from climate-related hazards impacting Arcadis' supply chain and clients which can affect the delivery of client projects. In climate change mitigation, volatile carbon credit pricing poses a risk as Arcadis anticipates relying on carbon credits to address residual emissions once it reaches net zero.
- In energy, Arcadis sees an actual risk in power grid limitations which may affect client project implementation.

#### 4.1.3 Opportunities

Arcadis has identified three actual material opportunities related to climate change in its consulting services.

- In climate change adaptation, Arcadis sees demand growth for climate resilience solutions.
- In climate change mitigation, Arcadis sees demand growth for decarbonization services across all our GBAs (Resilience, Mobility, Places and Intelligence).
- In energy, Arcadis sees demand growth in energy transition work.

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## 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 regarding Climate Change Adaptation and Mitigation are to:

1. **Identify** how Arcadis affects climate change, in terms of material positive and negative actual and potential impacts.
2. **Describe** in its annual Sustainability Statement to stakeholders Arcadis' current and future mitigation efforts in line with the Paris Agreement (or an updated international agreement on climate change) and compatible with limiting global warming to 1.5°C.
3. **Outline** the plans and capacity of Arcadis to adapt its strategy and business model, in line with the transition to a sustainable economy and to contribute to limiting global warming to 1.5°C.
4. **Describe** in its Sustainability Statement any other actions taken by Arcadis, and the result of such actions to prevent, mitigate or remediate actual or potential negative impacts, and to address risks and opportunities.
5. **Explain** to stakeholders the nature, type and extent of Arcadis' material risks and opportunities arising from its impacts and dependencies on climate change, and how it manages them.
6. **Provide** insight to stakeholders into the financial effects on Arcadis over the short-, medium- and long-term of the risks and opportunities arising from its impacts and dependencies related to climate change.

## 4.4 Own Operations

### 4.4.1 Ambition

Arcadis has science-based carbon reduction targets in place in alignment with the Paris Agreement's goal to limit global warming to well below 2 degrees Celsius above pre-industrial levels. These targets will be periodically reviewed and updated to reflect the latest scientific knowledge and best practices, or as needed based on organizational changes or changes in our scope of emissions covered. In doing so, Arcadis seeks to improve energy efficiency within its own network of leased office spaces. In addition, Arcadis sources 100% of the electricity it uses from renewable sources while offsetting the part of its footprint that it cannot minimize with the intention to convert those offsets to carbon removals by 2035. Arcadis encourages sustainable transportation by its employees and is in the process of converting its fleet of company vehicles to electric vehicles.

Arcadis will further enhance its resilience to climate change impacts in its own operations through its business continuity planning process.

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## 4.5 Value Chain

### 4.5.1 Ambition

Arcadis aims to integrate climate resilience measures into the designs and management of the projects it undertakes on behalf of its clients, while also seeking to work on climate adaptation with other value chain participants.

In our consulting engineering projects, we increasingly aim to integrate sustainable and net zero or net positive design and construction practices. Where project tolerances allow it, this may also include incorporating energy-efficient technologies, renewable materials, and sustainable building techniques whenever possible.

In procurement, we aim to prioritize the purchasing of products and services that are net zero or have a significantly lower carbon footprint and are environmentally friendly. We are building a body of knowledge to support value chain participants in making sustainable choices for building materials where feasible.

## 4.6 Reporting and Disclosure

Arcadis will report and disclose progress against its climate change KPIs by:

- In line with CSRD, disclosing information related to our activities that affect climate change, the material impacts of our operations, and the measures taken to address any material negative impacts.
- Providing regular updates to internal and external stakeholders, e.g., employees, investors, on our sustainability performance, including matters related to climate change.

## 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.

## 5.0 Definitions

Link to AVA

## 6.0 Records

Not applicable

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## 7.0 Reference Documents

Document Number	Document Title
GL-ST-PL-0002	<a href="#">Arcadis Stakeholder Engagement Policy on Sustainable Topics</a>

## 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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