



Arcadis

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Read full terms of disclosure](#)

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ EUR

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Publicly traded organization

(1.3.3) Description of organization

Arcadis is the world's leading company delivering data-driven sustainable design, engineering, and consultancy solutions for natural and built assets. We are around 34,000 architects, data analysts, designers, engineers, project planners, water management and sustainability experts, all driven by our passion for improving quality of life. As part of our commitment to accelerating a planet positive future, we work with our clients to make sustainable project choices, combining digital and human innovation, and embracing future-focused skills across the environment, energy and water, buildings, transport, and infrastructure sectors. We operate in over 30 countries, and reported €4.9 billion in gross revenues for 2025.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 1 year

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

4875000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	<i>Select from:</i> ☒ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

NL0006237562

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

AMS: ARCAD

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

- | | |
|---|---|
| ☒ Guam | ☒ Egypt |
| ☒ Peru | ☒ India |
| ☒ Benin | ☒ Italy |
| ☒ Chile | ☒ Japan |
| ☒ China | ☒ Qatar |
| ☒ Spain | ☒ Greece |
| ☒ Angola | ☒ Israel |
| ☒ Brazil | ☒ Jersey |
| ☒ Canada | ☒ Jordan |
| ☒ France | ☒ Mexico |
| ☒ Monaco | ☒ Sweden |
| ☒ Norway | ☒ Andorra |
| ☒ Panama | ☒ Austria |
| ☒ Poland | ☒ Bahamas |
| ☒ Serbia | ☒ Belgium |
| ☒ Czechia | ☒ Iceland |
| ☒ Denmark | ☒ Ireland |
| ☒ Finland | ☒ Jamaica |
| ☒ Georgia | ☒ Morocco |
| ☒ Germany | ☒ Romania |

- | | |
|--|--|
| ☒ Türkiye | ☒ Guernsey |
| ☒ Uruguay | ☒ Honduras |
| ☒ Barbados | ☒ Malaysia |
| ☒ Cameroon | ☒ Mongolia |
| ☒ Colombia | ☒ Portugal |
| ☒ Thailand | ☒ Singapore |
| ☒ Argentina | ☒ Cabo Verde |
| ☒ Australia | ☒ Luxembourg |
| ☒ Guatemala | ☒ Isle of Man |
| ☒ Indonesia | ☒ Netherlands |
| ☒ New Zealand | ☒ Saudi Arabia |
| ☒ Philippines | ☒ South Africa |
| ☒ Puerto Rico | ☒ United Kingdom |
| ☒ Saint Lucia | ☒ Dominican Republic |
| ☒ Switzerland | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | ☒ China, Hong Kong Special Administrative Region |
| ☒ Korea (The Republic of) | |
| ☒ United States of America | |
| ☒ Saint Vincent and the Grenadines | |
| ☒ China, Macao Special Administrative Region | |

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- ☒ Upstream value chain
- ☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- ☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- ☒ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

We assess our main suppliers on environment-related issues, with the help of a digital tool that continuously scans for sustainability and human rights risks and generates alerts. We use this to check for issues with our main suppliers related to the following topics: •Environmental issues: Negative adverse or harmful effects or mistreatment of the biophysical environment from human activity, including deterioration of the natural environment through processes such as deforestation, climate change, and unsustainable resource use, leading to loss of biodiversity, ecosystem damage, and health hazards. •Leakage: Chemical leakage by a company or production site. This includes accidental release of harmful substances, such as wastewater, chemicals, and restricted substances, from production sites or companies, leading to environmental and health hazards. •Pollution: Pollution or contamination by a company or production site that has negative effects on nature, people or animals, including introduction of harmful substances or contaminants into the natural environment, resulting in air, water, and soil degradation, adverse health effects, and ecological damage. •POP pollution: Forbidden production and/or use of Stockholmer Convention-listed persistent organic pollutant (POP) substances and non-environmentally friendly use of POP-containing waste, including contamination of the environment with POPs, which are toxic chemicals that resist degradation, accumulate in living organisms, and pose serious health and ecological risks. •Toxic release: Toxic pollution (gas, liquid or radiation) by a company or production site, including the release of harmful chemicals and substances, such as lead, asbestos, and mercury, into the environment, causing poisoning and/or carcinogenic, genotoxic, and mutagenic effects and leading to serious health and ecological risks.

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time horizon is in line with Arcadis' 3-year financial planning and reporting cycle (i.e., strategy cycle). As reported in Arcadis' 2025 Annual Integrated Report.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

9

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This horizon is reported in Arcadis' 2025 Annual Integrated Report.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ No

(2.1.3) To (years)

30

(2.1.4) How this time horizon is linked to strategic and/or financial planning

*This horizon is reported in Arcadis' 2025 Annual Integrated Report.
[Fixed row]*

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☒ Yes	Select from: ☒ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Annually

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ National
- ☒ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ EcoVadis
- ☒ Other commercially/publicly available tools, please specify :Jupiter Intelligence physical climate risk assessment

International methodologies and standards

- ☒ ISO 14001 Environmental Management Systems

Other

- ☒ Materiality assessment
- ☒ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

- | | |
|---|---|
| ☒ Drought | ☒ Cold wave/frost |
| ☒ Tornado | ☒ Cyclone, hurricane, typhoon |
| ☒ Avalanche | ☒ Heavy precipitation (rain, hail, snow/ice) |
| ☒ Heat wave | ☒ Flood (coastal, fluvial, pluvial, ground water) |

☒ Wildfires

Chronic physical

☒ Heat stress

☒ Water stress

☒ Changing wind patterns

☒ Increased severity of extreme weather events

☒ Changing temperature (air, freshwater, marine water)

Policy

☒ Changes to international law and bilateral agreements

☒ Changes to national legislation

☒ Increased difficulty in obtaining operations permits

Market

☒ Changing customer behavior

Reputation

☒ Increased concern and/or negative feedback from partners and stakeholders

☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)

Technology

☒ Transition to lower emissions technology and products

Liability

☒ Non-compliance with regulations and legislation

☒ Storm (including blizzards, dust, and sandstorms)

☒ Changing precipitation patterns and types (rain, hail, snow/ice)

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☒ Customers

☒ Employees

- ☒ Investors
- ☒ Suppliers

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.18) Further details of process

Arcadis assesses the physical climate risks associated with its global network of offices and a selection of relevant project sites where it performs work for clients approximately every 2 years. Client projects are generally also assessed on environmental dependencies, impacts, risks and opportunities through environmental impact assessments. A broader assessment of impacts, risks, and opportunities is conducted annually per the Corporate Sustainability Reporting Directive with varying levels of detail (light refresh vs. full evaluation).

Row 2

(2.2.2.1) Environmental issue

Select all that apply

- ☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

Select from:

- ☒ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Annually

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ National
- ☒ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ BNGC – Biodiversity Net Gain Calculator
- ☒ WWF Biodiversity Risk Filter

International methodologies and standards

- ☒ ISO 14001 Environmental Management Systems

Other

- ☒ Internal company methods
- ☒ Materiality assessment

(2.2.2.15) Risk types and criteria considered

Chronic physical

- ☒ Change in land/freshwater/ocean use

Policy

- ☒ Changes to international law and bilateral agreements
- ☒ Changes to national legislation

Market

- ☒ Changing customer behavior

Reputation

- ☒ Increased concern and/or negative feedback from partners and stakeholders
- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, deforestation & conversion, water stress, excessive bycatch)

Liability

- ☒ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

- ☒ No

(2.2.2.18) Further details of process

Arcadis' biodiversity footprint is defined as the current and future impacts of Arcadis' land use on biodiversity. To calculate Arcadis' biodiversity footprint, the Mean Species Abundance (MSA) metric is used as an indicator of biodiversity quality. Two different calculation tools are applied: the GLOBIO-based Biodiversity Footprint Methodology (BFM) and the Arcadis in house developed Biodiversity Net Gain calculator (BNGC). Arcadis also uses these tools to assess biodiversity at client project sites (i.e., downstream value chain). A broader assessment of impacts, risks, and opportunities is conducted annually per the Corporate Sustainability Reporting Directive with varying levels of detail (light refresh vs. full evaluation).

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

Arcadis performs approximately 45,000 projects a year. Projects where there is a chance of environmental dependencies, impacts risks and/or opportunities are preceded by an environmental impact assessment which addresses these topics. Interconnections in its own operations are assessed during the annual planning cycle which requires a review of business as usual and new initiatives to identify synergies, dependencies, and interconnections between activities related to climate, nature, and other sustainability topics.

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☒ Areas important for biodiversity

☒ Areas of limited water availability, flooding, and/or poor quality of water

(2.3.4) Description of process to identify priority locations

Water-stressed areas were identified using Aqueduct Water Risk Atlas from the World Resources Institute. Locations facing water depletion and blue water stress were identified using the WWF Water Risk Filter. Arcadis has set a global baseline and targets for biodiversity for its network of offices in 2024 and will endeavor to have these targets approved by the Science Based Targets Network. The targets for land use in our own operations are as follows: • No net biodiversity loss will occur at Arcadis sites (based on land intake changes and mean species abundance scores) • For Arcadis sites with > 20% open area, Arcadis will deliver a biodiversity net gain of 10% by 2030. 2030 as the target year is aligned with the Global Goal for Nature, which aims to reach a biodiversity positive outcome for dynamic impacts by 2030.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☒ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ EBITDA

(2.4.3) Change to indicator

Select from:

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

18000000

(2.4.6) Metrics considered in definition

Select all that apply

☒ Likelihood of effect occurring

(2.4.7) Application of definition

The scaling for financial impact magnitude was derived from the threshold defined for the 2023 financial audit (€18m). Risks and opportunities were considered from an individual project perspective, as well as from framework contracts and full client perspectives. The risk and opportunity of influencing EBITA of €18m and above is considered material. Actions may, however, be taken at a lower-level EBITDA impact.

Opportunities

(2.4.1) Type of definition

Select all that apply

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ EBITDA

(2.4.3) Change to indicator

Select from:

☒ Absolute increase

(2.4.5) Absolute increase/ decrease figure

18000000

(2.4.6) Metrics considered in definition

Select all that apply

☒ Likelihood of effect occurring

(2.4.7) Application of definition

The scaling for financial impact magnitude was derived from the threshold defined for the 2023 financial audit (€18m). Risks and opportunities were considered from an individual project perspective, as well as from framework contracts and full client perspectives. The risk and opportunity of influencing EBITA of €18m and above is considered material. Actions may, however, be taken at a lower-level EBITDA impact.

[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	Select from: ☒ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☒ Transition to lower emissions technology and products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|---|
| ☒ Peru | ☒ Qatar |
| ☒ Chile | ☒ Spain |
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Greece | ☒ Serbia |
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |
| ☒ China, Hong Kong Special Administrative Region | |

(3.1.1.9) Organization-specific description of risk

Planned revenue growth could be at risk if key clients are unable to adapt to a rapid transition associated with a net zero scenario, or if Arcadis does not effectively transition to relevant lower emissions technology and services at the scale, speed, and effectiveness as is in demand by the market.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Constraint to growth

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Revenues reduced below Arcadis growth targets

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

122500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

122500000

(3.1.1.25) Explanation of financial effect figure

Calculated as a 2.5% reduction in the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

(3.1.1.26) Primary response to risk

Diversification

☒ Develop new products, services and/or markets

(3.1.1.27) Cost of response to risk

1000000

(3.1.1.28) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.1.1.29) Description of response

Arcadis has a clearly defined program for developing innovative sustainable solutions for clients, aligned to the UN SDGs (Sustainable Development Goals). We look to hire solutions leaders or make acquisitions that support our clients' anticipated needs, which is often mixed into Arcadis' core strategy (meaning additional climate-related costs are negligible) and develop deep relationships with key clients to pursue such keystone projects. This includes the clear identification of future market needs and trends in products and services. The program is directed by, and aligned across, appropriate senior leadership. Processes are being embedded to ensure that our sustainable services are marketed strongly to both our existing and potential client base. These processes include targets set within the business planning phase, account planning for our Key and Emerging clients, and triggers to include sustainable services, such as climate change mitigation and adaptation integration, at the tender/bid phase. Arcadis is growing its global Sustainability Advisory and Energy Transition practices to accelerate our clients' ambitions and cater to client's needs resulting from climate change.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

- ☒ Increased concern and/or negative feedback from partners and stakeholders

(3.1.1.4) Value chain stage where the risk occurs

Select from:

- ☒ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- | | |
|--|---|
| ☒ Peru | ☒ Qatar |
| ☒ Chile | ☒ Spain |
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Greece | ☒ Serbia |
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |

☒ China, Hong Kong Special Administrative Region

(3.1.1.9) Organization-specific description of risk

Failure to meet the externally-communicated Arcadis net zero targets could damage our brand and reputation, impacting our client relations and talent retention. It is critical that we meet our targets in relation to carbon emissions. Risk of exposure to “greenwashing” criticism if we do not deliver on our climate commitments. Failing to achieve net zero targets (as an important topic among our employees) could also impact our ability to attract and retain talent which is critical to delivering our services.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Reduction in revenues; deterioration in employee attraction / retention

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

122500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

122500000

(3.1.1.25) Explanation of financial effect figure

Calculated as a 2.5% reduction in the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

500000

(3.1.1.28) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.1.1.29) Description of response

At Arcadis, we are committed to supporting the climate transition – partnering with clients to reduce impacts and build resilience, while driving down greenhouse gas (GHG) emissions across our own value chain. We are making progress toward achieving net zero by 2035, guided by interim targets validated by the Science Based Targets initiative (SBTi) in 2024, using 2019 as our baseline. These SBTi-validated near-term targets cover all three scopes: • Scope 1 and 2: Reduce absolute GHG emissions by 71% by 2029. • Scope 3: Reduce absolute GHG emissions by 45% by 2029. To align with our 2024–2026 strategy cycle, we have also set an additional interim target: • Scope 1 and 2: Achieve a 70% reduction by 2026, using the same 2019 baseline. This 2026 Capital Markets Day target of a 70% reduction provides

a progress checkpoint for investors and stakeholders. It further complements the SBTi-validated 2029 target of 71%. Our Climate Transition Plan (CTP) sets out our strategy for achieving our climate goals and advancing a planet-positive future. The CTP was reviewed and approved by the Executive Leadership Team member for Sustainability and the CEO, in line with Arcadis' internal policy; no further approvals are required. We published our CTP in response to evolving market demands, stakeholder expectations, and regulations such as the European Union Corporate Sustainability Reporting Directive (CSRD). The plan was developed using technical guidance from CDP and the Assessing low- Carbon Transition (ACT) framework. We plan to update the CTP in 2026 to remain aligned with emerging guidance and best practices.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

☒ Lack of availability and/or increased cost of certified sustainable material

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Peru

☒ Chile

☒ China

☒ India

☒ Italy

☒ Greece

☒ Qatar

☒ Spain

☒ Brazil

☒ Canada

☒ France

☒ Serbia

- | | |
|--|---|
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |
| ☒ China, Hong Kong Special Administrative Region | |

(3.1.1.9) Organization-specific description of risk

We have identified an actual risk related to the increasing costs of addressing scope 3 purchased goods and services emissions which are largely beyond Arcadis' direct control and comprise the majority of Arcadis' GHG emissions. Direct costs to the company could consist of additional consulting capacity and industry/trade group memberships needed to influence suppliers or clients to reduce their emissions and/or opt for low-carbon solutions, or could stem from exposure to additional costs for carbon offsets or carbon removals.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ Likely

(3.1.1.14) Magnitude

Select from:

☒ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increased energy costs for business

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☒ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

20000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

20000000

(3.1.1.25) Explanation of financial effect figure

Broad estimate of increased energy and other costs.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Establish organization-wide targets

(3.1.1.27) Cost of response to risk

500000

(3.1.1.28) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.1.1.29) Description of response

At Arcadis, we are committed to supporting the climate transition – partnering with clients to reduce impacts and build resilience, while driving down greenhouse gas (GHG) emissions across our own value chain. We are making progress toward achieving net zero by 2035, guided by interim targets validated by the Science Based Targets initiative (SBTi) in 2024, using 2019 as our baseline. These SBTi-validated near-term targets cover all three scopes: • Scope 1 and 2: Reduce absolute GHG emissions by 71% by 2029. • Scope 3: Reduce absolute GHG emissions by 45% by 2029. To align with our 2024–2026 strategy cycle, we have also set an additional interim target: • Scope 1 and 2: Achieve a 70% reduction by 2026, using the same 2019 baseline. This 2026 Capital Markets Day target of a 70% reduction provides a progress checkpoint for investors and stakeholders. It further complements the SBTi-validated 2029 target of 71%. Our Climate Transition Plan (CTP) sets out our strategy for achieving our climate goals and advancing a planet-positive future. The CTP was reviewed and approved by the Executive Leadership Team member for Sustainability and the CEO, in line with Arcadis’ internal policy; no further approvals are required. We published our CTP in response to evolving market demands, stakeholder expectations, and regulations such as the European Union Corporate Sustainability Reporting Directive (CSRD). The plan was developed using technical guidance from CDP and the Assessing low- Carbon Transition (ACT) framework. We plan to update the CTP in 2026 to remain aligned with emerging guidance and best practices. The emissions reduction levers Arcadis is using to reduce its emissions are described in the Plan. Some of these levers will result in reduced emissions from activities that may be associated with external carbon pricing/further carbon taxes (e.g., aviation, energy, fuel) in the future.

[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:

☒ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

245000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

Decreased Revenues across Risks 1 & 2. Calculated as a 5% reduction in the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

Climate change

(3.1.2.1) Financial metric

Select from:

☒ OPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

20000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

Broad estimate of increased energy and other costs.

[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	<i>Select from:</i> ☒ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| ☒ Peru | ☒ Qatar |
| ☒ Chile | ☒ Spain |
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Greece | ☒ Serbia |
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |
| ☒ China, Hong Kong Special Administrative Region | |

(3.6.1.8) Organization specific description

Opportunity to grow further Revenues for Arcadis in relation to services that support Climate Mitigation as part of the move to a global low carbon economy. Services include Energy Transition consulting, Net Zero design for facilities and communities, etc. We are experiencing demand growth for decarbonization services, energy transition, and grid expansion consulting services across our Global Business Areas. This is a very rapidly growing market given the imperative to meet global Net Zero aspirations. • Integration of sustainable, resilient and low emission solutions in our projects will strengthen our market differentiation • Our ability to innovate and expand our services that support the transition economy would improve our competitive position • Increased opportunities and revenue from businesses and sectors which are leading the energy transition or enabling low carbon future

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Growth in Arcadis revenues

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

122500000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

122500000

(3.6.1.23) Explanation of financial effect figures

Calculated as a 2.5% increase on the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

(3.6.1.24) Cost to realize opportunity

1000000

(3.6.1.25) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.6.1.26) Strategy to realize opportunity

Arcadis has a clearly defined program for developing innovative sustainable solutions for clients, aligned to the UN SDGs (Sustainable Development Goals). We look to hire solutions leaders or make acquisitions that support our clients' anticipated needs, which is often mixed into Arcadis' core strategy (meaning additional climate-related costs are negligible) and develop deep relationships with key clients to pursue such keystone projects. This includes the clear identification of future market needs and trends in products and services. The program is directed by, and aligned across, appropriate senior leadership at the Global and Business Area levels. Processes are being embedded to ensure that our sustainable services are marketed strongly to both our existing and potential client base. These processes include targets set within the business planning phase, account planning for our Key and Emerging clients, and triggers to include sustainable services, such as climate change mitigation and adaptation integration, at the tender/bid phase. Arcadis is growing its global Sustainability Advisory and Energy Transition practices to accelerate our clients' ambitions and cater to client's needs resulting from climate change.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| ☒ Peru | ☒ Qatar |
| ☒ Chile | ☒ Spain |
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Greece | ☒ Serbia |
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |
| ☒ China, Hong Kong Special Administrative Region | |

(3.6.1.8) Organization specific description

Opportunity to grow further Revenues for Arcadis in relation to services that support Climate Adaptation directed at improving the resilience to physical climate risks. Services include climate adaptation design, environmental restoration, water optimization, resilient ports, etc. We are experiencing demand growth for climate

resilience services across our Global Business Areas. This is a very rapidly growing market given the increasing physical impacts being seen from climate change globally. • Our ability to demonstrate integration of forward-looking climate resilience into our services (e.g., climate adaptation, water optimization, nature-based solutions, etc.) in our engineering and design services will improve market position and competitive advantage.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Growth in Arcadis revenues

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

61125000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

61125000

(3.6.1.23) Explanation of financial effect figures

Calculated as a 1.25% increase on the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

(3.6.1.24) Cost to realize opportunity

1000000

(3.6.1.25) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.6.1.26) Strategy to realize opportunity

Arcadis has a clearly defined program for developing innovative sustainable solutions for clients, aligned to the UN SDGs (Sustainable Development Goals). We look to hire solutions leaders or make acquisitions that support our clients' anticipated needs, which is often mixed into Arcadis' core strategy (meaning additional climate-related costs are negligible) and develop deep relationships with key clients to pursue such keystone projects. This includes the clear identification of future market needs and trends in products and services. The program is directed by, and aligned across, appropriate senior leadership at the Global and Business Area levels. Processes are being embedded to ensure that our sustainable services are marketed strongly to both our existing and potential client base. These processes include targets set within the business planning phase, account planning for our Key and Emerging clients, and triggers to include sustainable services, such as climate change mitigation and adaptation integration, at the tender/bid phase. Arcadis is growing its global Sustainability Advisory and Energy Transition practices to accelerate our clients' ambitions and cater to client's needs resulting from climate change.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Reputational capital

- ☒ Reputational benefits resulting in increased demand for products/services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

- ☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

- | | |
|--|---|
| ☒ Peru | ☒ Qatar |
| ☒ Chile | ☒ Spain |
| ☒ China | ☒ Brazil |
| ☒ India | ☒ Canada |
| ☒ Italy | ☒ France |
| ☒ Greece | ☒ Serbia |
| ☒ Israel | ☒ Bahrain |
| ☒ Mexico | ☒ Belgium |
| ☒ Panama | ☒ Germany |
| ☒ Poland | ☒ Ireland |
| ☒ Romania | ☒ Philippines |
| ☒ Portugal | ☒ Switzerland |
| ☒ Australia | ☒ Saudi Arabia |
| ☒ Singapore | ☒ United Kingdom |
| ☒ Netherlands | ☒ Trinidad and Tobago |
| ☒ United Arab Emirates | |
| ☒ United States of America | |
| ☒ China, Macao Special Administrative Region | |

☒ China, Hong Kong Special Administrative Region

(3.6.1.8) Organization specific description

Meeting the externally-communicated Arcadis net zero targets could improve our brand and reputation. This could boost both our client relations and talent retention. Having a certified ISO 14001 system in place is often a requirement to be able to work for key clients. At the same time, delivering on sustainability/climate has risen as an important topic among our employees, and this can be leveraged to attract and retain the talent that is critical to delivering our services.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☒ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Growth in Arcadis revenues; increase in staff attraction/retention

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

61125000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

61125000

(3.6.1.23) Explanation of financial effect figures

Calculated as a 1.25% increase on the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).

(3.6.1.24) Cost to realize opportunity

500000

(3.6.1.25) Explanation of cost calculation

Estimate of additional costs in line with our strategy as described in next box.

(3.6.1.26) Strategy to realize opportunity

At Arcadis, we are committed to supporting the climate transition – partnering with clients to reduce impacts and build resilience, while driving down greenhouse gas (GHG) emissions across our own value chain. We are making progress toward achieving net zero by 2035, guided by interim targets validated by the Science Based Targets initiative (SBTi) in 2024, using 2019 as our baseline. These SBTi-validated near-term targets cover all three scopes: • Scope 1 and 2: Reduce absolute GHG emissions by 71% by 2029. • Scope 3: Reduce absolute GHG emissions by 45% by 2029. To align with our 2024–2026 strategy cycle, we have also set an additional interim target: • Scope 1 and 2: Achieve a 70% reduction by 2026, using the same 2019 baseline. This 2026 Capital Markets Day target of a 70% reduction provides a progress checkpoint for investors and stakeholders. It further complements the SBTi-validated 2029 target of 71%. Our Climate Transition Plan (CTP) sets out our strategy for achieving our climate goals and advancing a planet-positive future. The CTP was reviewed and approved by the Executive Leadership Team member for Sustainability and the CEO, in line with Arcadis' internal policy; no further approvals are required. We published our CTP in response to evolving market demands, stakeholder expectations, and regulations such as the European Union Corporate Sustainability Reporting Directive (CSRD). The plan was developed using technical guidance from CDP and the Assessing low- Carbon Transition (ACT) framework. We plan to update the CTP in 2026 to remain aligned with emerging guidance and best practices. Fully implement global environmental management system, driving effective measurement & reduction in carbon / environmental footprint.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:
☒ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

245000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:
☒ 1-10%

(3.6.2.4) Explanation of financial figures

Increased Revenues via leveraging all 3 key sources of Opportunity. Calculated as a 5% increase on the overall Arcadis annual Revenues of €4.9bn (as disclosed in the 2025 Annual Integrated Report).
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Specific diversity targets for the Supervisory Board (SB): i) Gender: in line with section 2:142b par. 2 of the Dutch Civil Code, at least 1/3rd of the SB shall consist of women and at least 1/3rd of the SB shall consist of men; ii) Nationality: to reflect the global nature of the Company, nationalities from at least three geographical regions where Arcadis is active shall be represented in the SB; iii) Background: at least one member of the SB shall have a financial background; iv) Background: at least two members of the SB shall have experience in the global design, the engineering and/or the consulting industry or an industry adjacent thereto; and v) Ethnicity: we strive to increase the representation of UREGs in the SB. Specific diversity targets for the EB: i) Gender: at least 1/3rd of the EB shall consist of women, and at least 1/3rd of the EB shall consist of men; ii) Nationality: to reflect the global nature of the Company, at least two nationalities shall be represented in the EB; iii)

Background: at least one member of the EB shall have experience in the global design, the engineering and/or the consulting industry or an industry adjacent thereto; and iv) Ethnicity: given the limited size of the EB, we strive to increase the representation of UREGs in the extended leadership team of EB and ELT members combined.

(4.1.6) Attach the policy (optional)

diversity-and-inclusion-policy-sb-effective-17-april-2025.pdf,Diversity and Inclusion Policy EB-effective 17 April 2025-1 (3).pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: ☒ Yes
Biodiversity	Select from: ☒ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board’s oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

- Select all that apply
- ☒ Chief Executive Officer (CEO)
 - ☒ Other C-Suite Officer

- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|--|--|
| ☒ Reviewing and guiding annual budgets | ☒ Overseeing and guiding public policy engagement |
| ☒ Overseeing and guiding scenario analysis | ☒ Approving and/or overseeing employee incentives |
| ☒ Overseeing the setting of corporate targets | ☒ Monitoring the implementation of the business strategy |
| ☒ Monitoring progress towards corporate targets | ☒ Overseeing reporting, audit, and verification processes |
| ☒ Approving corporate policies and/or commitments | ☒ Monitoring the implementation of a climate transition plan |
| ☒ Overseeing and guiding the development of a business strategy | |
| ☒ Overseeing and guiding acquisitions, mergers, and divestitures | |
| ☒ Monitoring compliance with corporate policies and/or commitments | |
| ☒ Overseeing and guiding the development of a climate transition plan | |
| ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities | |

(4.1.2.7) Please explain

The Executive Board and ELT, under the supervision of the Supervisory Board, have overall responsibility for the Arcadis' business strategy, risk management and control systems and have full accountability for strategic risks, including climate-related issues. The Executive Board, Audit & Risk Committee and the Supervisory Board review the identified strategic, operational and compliance risks, including trends annually. The Arcadis Supervisory Board Sustainability Committee meets at a minimum on a quarterly basis to verify that sustainability, climate- and biodiversity-related issues are well-integrated into the company's strategy and performance.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Chief Executive Officer (CEO)
- ☒ Other C-Suite Officer
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board Terms of Reference

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- | | |
|---|---|
| ☒ Reviewing and guiding annual budgets | ☒ Overseeing and guiding public policy engagement |
| ☒ Overseeing and guiding scenario analysis | ☒ Monitoring the implementation of the business strategy |
| ☒ Overseeing the setting of corporate targets | ☒ Overseeing reporting, audit, and verification processes |

- ☒ Monitoring progress towards corporate targets
- ☒ Approving corporate policies and/or commitments
- ☒ Monitoring compliance with corporate policies and/or commitments
- ☒ Overseeing and guiding the development of a climate transition plan
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Monitoring the implementation of a climate transition plan
- ☒ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

The Executive Board and ELT, under the supervision of the Supervisory Board, have overall responsibility for the Arcadis' business strategy, risk management and control systems and have full accountability for strategic risks, including biodiversity-related issues. The Executive Board, Audit & Risk Committee and the Supervisory Board review the identified strategic, operational and compliance risks, including trends annually. The Arcadis Supervisory Board Sustainability Committee meets at a minimum on a quarterly basis to verify that sustainability, climate- and biodiversity-related issues are well-integrated into the company's strategy and performance.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☒ Experience in an organization that is exposed to environmental-scrutiny and is going through a sustainability transition

Other

☒ Other, please specify :In his personal life and post-retirement the SB Sustainability Committee chair continues to support climate forward infrastructure creation and leverages his network of sustainability experts to support Arcadis in the development of its strategy.

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: ☒ Yes
Biodiversity	Select from: ☒ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Chief Growth Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Managing annual budgets related to environmental issues
- ☒ Implementing the business strategy related to environmental issues
- ☒ Developing a business strategy which considers environmental issues

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ Annually

(4.3.1.6) Please explain

In 2025, the Global Sustainability Director reported to the Chief Growth Officer who was a member of the Executive Leadership Team of Arcadis in 2025. In 2025, key environmental issues are addressed by policies and procedures. Progress reports on environmental issues are biannually entered into the company's consolidated non-financial reporting system, which reporting forms the basis for further developments and actions. Through its Environmental Management System Policy, Arcadis has assigned the EMS Managers the task to report environmental non-compliances biannually into the company's consolidated reporting system. Depending on the size of the environmental non-compliances, these can be managed by regional management as well as global management through our crisis response procedures. For carbon footprint reduction, the Global Sustainability Director may interact with a multitude of internal teams, such as the Workplace Team, the Travel Team, the Procurement Team, the Growth Team as well as with Global Business Areas performing projects that impact climate change. For other environmental topics, similar interactions take place.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Chief Growth Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

- ☒ Managing engagement in landscapes and/or jurisdictions
- ☒ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Measuring progress towards environmental science-based targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Annually

(4.3.1.6) Please explain

The Global Sustainability Director reports to the Chief Growth Officer who is a member of the Executive Leadership Team of Arcadis. Key environmental issues are addressed by policies and procedures. These policies and procedures are part of the Arcadis Risk and Control Framework. Progress reports on environmental issues are biannually entered into the company's consolidated non-financial reporting system, which reporting forms the basis for further developments and actions. Through its Environmental Management System Policy, Arcadis has assigned the EMS Managers the task to report environmental non-compliances biannually into the company's consolidated reporting system. Depending on the size of the environmental non-compliances, these can be managed by regional management as well as global management through our crisis response procedures. For carbon footprint reduction, the Global Sustainability Director may interact with a multitude of internal

teams, such as the Workplace Team, the Travel Team, the Procurement Team, the Growth Team as well as with Global Business Areas performing projects that impact climate change. For other environmental topics, similar interactions take place.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

33.33

(4.5.3) Please explain

Arcadis provides monetary incentives for the management of environmental issues through its Long-Term Incentive (LTI) Plan which includes performance criteria for the members of the Executive Board and Executive Leadership Team. Sustainability is one of the three performance criteria used to determine vesting outcomes under the plan, alongside Total Shareholder Return (TSR) and Earnings per Share (EPS). Each criterion carries an equal weighting of 33.33%.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Board/Executive board

(4.5.1.2) Incentives

Select all that apply

☒ Shares

☒ Other, please specify :conditional performance shares

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

☒ Reduction in absolute emissions in line with net-zero target

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

For members of the Executive Board and the Executive Leadership Team, the Arcadis' Long-Term Incentive (LTI) Plan includes a sustainability performance criterion that accounts for 33.33% of the overall performance assessment. For LTI grants made in 2024 and later, performance is measured based on the percentage reduction in greenhouse gas (GHG) emissions from Scope 1 emissions, Scope 2 emissions (market-based), and business travel emissions, compared with the 2019 baseline. These targets are aligned with Arcadis' near-term and net-zero targets submitted to the Science Based Targets initiative (SBTi). Performance is assessed over a three-year period, with targets, threshold levels, and maximum performance levels determined by the Supervisory Board. Arcadis measures its carbon footprint in accordance with the GHG Protocol and reports progress annually in its Integrated Annual Report.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The executive board leads the company and can impact policies and their implementation.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☒ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations

- ☑ Upstream value chain
- ☑ Downstream value chain

(4.6.1.4) Explain the coverage

We solve our clients' most challenging mobility, places, and resilience ambitions within cities, infrastructure, and industrial sectors by delivering solutions that maximize benefits for people, nature and the climate. • We will protect, conserve, and enhance the natural environment through the provision of our services. • We will future-proof client projects by integrating climate mitigation and resilience considerations into our designs. • We will make sustainability a demonstrable aspect of all our technical and advisory solutions. • We will make sustainability a part of every project, every bid, and every client engagement. • We empower our people to innovate and partner with clients to deliver exceptional sustainable projects. • We choose not to engage in projects that have a net, long-term negative impact on quality of life or the advancement of the UN Sustainable Development Goals (SDGs). The "Environmental policy content" items selected on the answer for this question considers Arcadis' Sustainability Policy and its Reference Documents, such as the "Climate Change Mitigation and Adaptation", "Stakeholder Engagement Policy on Sustainable Topics", "Resource Use and Circular Economy", "Biodiversity and Ecosystems" and "Human Rights and Labor Policy". Find all the policies on <https://www.arcadis.com/en/about-us/sustainability/our-non-financial-reporting>

(4.6.1.5) Environmental policy content

Environmental commitments

- ☑ Commitment to a circular economy strategy
- ☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☑ Commitment to 100% renewable energy
- ☑ Commitment to net-zero emissions

Social commitments

- ☑ Commitment to respect internationally recognized human rights

Additional references/Descriptions

- ☑ Description of biodiversity-related performance standards
- ☑ Description of impacts on natural resources and ecosystems

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with the Kunming-Montreal Global Biodiversity Framework

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

Sustainability Policy (7).pdf, Climate Change Mitigation and Adaptation Policy (1).pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

- ☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

- ☒ Pledge to Net Zero
- ☒ Race to Zero Campaign
- ☒ Science-Based Targets Initiative (SBTi)
- ☒ UN Global Compact
- ☒ World Business Council for Sustainable Development (WBCSD)

(4.10.3) Describe your organization's role within each framework or initiative

To further reiterate our commitment to becoming a Net Zero company, Arcadis became a signatory to Pledge to Net Zero. Through this commitment we joined the Race to Zero, a UN backed global campaign aimed to rally leadership and support from businesses, cities, regions, investors to take action to shift to a decarbonized

economy that prevents future threats, creates jobs, and unlocks inclusive, sustainable growth. The 'real economy' actors on Race to Zero join the largest-ever alliance committed to achieving net zero carbon emissions by 2050 at the latest. SBTi: In January 2024, Arcadis updated its net zero strategy and resubmitted its targets to SBTi for approval. Our new SBTi-approved near-term targets are to achieve an absolute Scope 1 and 2 (market-based) reduction in GHG emissions by 71% (operations) from a base year 2019, and to reduce absolute Scope 3 GHG emissions by 45% (supply chain) from a base year 2019. Our SBTi-approved net zero target is to reach net zero by 2035, which means a 90% reduction in both Scope 1 and 2 as well as in scope 3 separately. Residual emissions will be offset following SBTi requirements for carbon removal projects. These targets were approved by SBTi in August of 2024. Arcadis' strategic ambition includes making a significant, quantifiable, and positive contribution to sustainable development, and this Net Zero pledge is a crucial step. UN Global Compact: As a member of the United Nations Global Compact (UNGC). Our strategy reflects the UNGC principles, and our ambition to be a leader in both equity and sustainability. World Business Council for Sustainable Development: Arcadis is a proud member of the WBCSD, accelerating the transition to a more sustainable and equitable world.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☒ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☒ Yes, the intermediary organization we engage through is registered

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☒ Voluntary government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

Arcadis is a member of the World Business Council for Sustainable Development (WBCSD). WBCSD is registered on the European Union Transparency Register. REG number: 979997228097-02.

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Arcadis is a member of the World Business Council for Sustainable Development (WBCSD). WBCSD is a CEO-led organization of which the more-than-230 ambitious members all come from world-leading organizations playing their part in the step-by-step transformations driving us toward a net-zero, nature-positive, just future for everyone. The Policy, Advocacy, and Member Mobilization (PAMM) team of WBCSD works to elevate the voice of business and shape the global policy agenda to become the ambitious business partner for implementing sustainability with government and multilateral processes. Arcadis contributes to WBCSD through multiple workgroups to which it provides expertise and knowledge in areas such as energy transition, climate change adaptation and mitigation and biodiversity.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :World Business Council for Sustainable Development

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Arcadis' strategy "Accelerating a Planet Positive Future" fully aligns with the goals of the World Business Council for Sustainable Development, which aims to achieve a net zero, nature positive and just society by 2050.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Program support and membership fees

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

- ☒ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

- ☒ ESRS
- ☒ GRI
- ☒ TCFD

(4.12.1.4) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(4.12.1.5) Status of the publication

Select from:

- ☒ Complete

(4.12.1.6) Content elements

Select all that apply

- | | |
|--|---|
| ☒ Strategy | ☒ Biodiversity indicators |
| ☒ Governance | ☒ Public policy engagement |
| ☒ Risks & Opportunities | ☒ Climate-related targets |
| ☒ Value chain engagement | ☒ Greenhouse gas emissions figures |
| ☒ Dependencies & Impacts | ☒ Content of environmental policies |

(4.12.1.7) Page/section reference

Annual Integrated Report 2025: Pages 45 to 62 - Strategy, About the report, Governance; Risk management; Double materiality; Value chain mapping. Pages 64 to 77 - Climate change disclosures. Pages 81 to 85 - Biodiversity disclosures.

(4.12.1.8) Attach the relevant publication

arcadis-annual-integrated-report-2025 (3).pdf

(4.12.1.9) Comment

Our reporting is prepared in line with the ESRS, which are interoperable with the Global Reporting Initiative (GRI). We use the GRI–ESRS interoperability index as a guide to assess alignment between the two frameworks. ESRS E1 also fully incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every two years

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :- Low carbon scenarios (1.5°C/ 2°C) - IPCC Shared Socioeconomic Pathway (SSP) SSP1-RCP2.6 - High carbon scenarios ('Business-as-usual'/4°C) - IPCC SSP5-RCP8.5

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Policy
- ☒ Market
- ☒ Reputation
- ☒ Technology
- ☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ Other, please specify :Baseline + every 5 years from 2020-2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

☑ Methodologies and expectations for science-based targets

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Arcadis included an energy price sensitivity model in its transition risk and opportunity analysis, which includes the following parameters and assumptions: Arcadis' offices included in this analysis are in Germany, United States, Netherlands, United Kingdom, Australia. Energy and Emission Sources Covered: Electricity and natural gas consumption, Scope 3 Business Travel category. Headcount Growth: The total consumption of electricity and natural gas is assumed to be driven by the workforce. Therefore, headcount growth is incorporated within the model at 0.5% growth per annum. Within Office Energy Intensity per Employee: This baseline against 2019 (pre-pandemic) and returns the average employee to the baseline level of energy consumption per annum by 2030, which is a variable to show a return to office-based working. Scope 3 Covid Correction Factor: Much like energy intensity per employee, the Scope 3 items (air and car travel) saw significant decreases from 2020-2022 due to Covid disruption. The model assumes the average travel per FTE returns to the 2019 level by 2030. Country Grid Carbon Intensity: The level of carbon emissions associated with the production and consumption of a unit of electricity. This is then applied to the energy consumption to calculate total emissions (and differs by Current Policy and Net Zero Policy Scenarios). Country-Level Electricity and Gas Price: The retail cost of a unit of electricity and gas. This is then applied to total consumption to calculate total cost of consumed energy.

(5.1.1.11) Rationale for choice of scenario

The Net Zero 2050 scenario assumes a world that limits global warming to 1.5°C, aligning with the IPCC Shared Socioeconomic Pathway (SSP) SSP1-RCP2.6 through stringent climate policies and innovation, reaching global net zero CO₂ emissions around 2050. In this scenario, some jurisdictions such as the United States, European Union, and Japan reach net zero for all GHGs. Arcadis chose this scenario because it supports Arcadis' ambition of aligning with the 1.5°C pathway and represents the rapid decarbonization needed to avoid the worst impacts of climate change. In this scenario, the effects of transitioning to a low-carbon economy are likely to be most impactful as governments worldwide commit to driving down emissions. Under this scenario, the likelihood of experiencing higher carbon prices and greater business regulation would be higher.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ NGFS scenarios framework, please specify :- Low carbon scenarios (1.5°C/ 2°C) - IPCC Shared Socioeconomic Pathway (SSP) SSP1-RCP2.6 - High carbon scenarios ('Business-as-usual'/4°C) - IPCC SSP5-RCP8.5

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Reputation

☒ Technology

☒ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050
- ☒ Other, please specify :Baseline + every 5 years from 2020-2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Regulators, legal and policy regimes

- ☒ Methodologies and expectations for science-based targets

Direct interaction with climate

- ☒ On asset values, on the corporate

Macro and microeconomy

- ☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Arcadis included an energy price sensitivity model in its transition risk and opportunity analysis, which includes the following parameters and assumptions: Arcadis' offices included in this analysis are in Germany, United States, Netherlands, United Kingdom, Australia. Energy and Emission Sources Covered: Electricity and natural gas consumption, Scope 3 Business Travel category. Headcount Growth: The total consumption of electricity and natural gas is assumed to be driven by the workforce. Therefore, headcount growth is incorporated within the model at 0.5% growth per annum. Within Office Energy Intensity per Employee: This baseline against 2019 (pre-pandemic) and returns the average employee to the baseline level of energy consumption per annum by 2030, which is a variable to show a return to office-based working. Scope 3 Covid Correction Factor: Much like energy intensity per employee, the Scope 3 items (air and car travel) saw significant decreases from 2020-2022 due to Covid disruption. The model assumes the average travel per FTE returns to the 2019 level by 2030. Country Grid Carbon Intensity: The level of carbon emissions associated with the production and consumption of a unit of electricity. This is then applied to the energy consumption to calculate total

emissions (and differs by Current Policy and Net Zero Policy Scenarios). Country-Level Electricity and Gas Price: The retail cost of a unit of electricity and gas. This is then applied to total consumption to calculate total cost of consumed energy.

(5.1.1.11) Rationale for choice of scenario

The Current Policies scenario assumes that only currently implemented policies are preserved, leading to high physical climate risks. This aligns with IPCC SSP5-RCP8.5 in which global temperatures are expected to rise at least 4°C by 2100. Arcadis chose this scenario as it is 'business as usual' with no policy changes and leads to emissions growth, causing the acute and chronic physical effects of climate change to be felt with greater severity. This scenario includes physical effects of climate change that are likely to be most impactful (e.g., high temperatures, high rates of sea level rise, and increased frequency and intensity of extreme weather events).

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 2.6

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP1

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- | | |
|--|--|
| ☒ 2025 | ☒ 2070 |
| ☒ 2030 | ☒ 2080 |
| ☒ 2040 | ☒ 2090 |
| ☒ 2050 | ☒ 2100 |
| ☒ 2060 | ☒ Other, please specify : Baseline + every 5 years from 2020-2100 |

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Direct interaction with climate

- ☒ Other direct interaction with climate driving forces, please specify :Given Arcadis is a professional services company, we prioritized the number of locations by the FTE that would be impacted by any climate hazards.

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumes strong global mitigation efforts resulting in rapid decarbonization, widespread adoption of low-emissions technology, a global carbon price, and major policy interventions. Uncertainty remains around the feasibility of such coordinated global action, especially regarding deployment of negative emissions technologies and political will. Constraints include assumptions about aggressive international cooperation, economic transformation, and behavior change.

(5.1.1.11) Rationale for choice of scenario

RCP 2.6 aligns with a Net Zero 2050 trajectory, consistent with science-based targets and investor expectations under the Paris Agreement goals. It allowed Arcadis to assess transition risks and opportunities in a best-case decarbonization scenario, reflecting potential regulatory and market shifts.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP5

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 4.0°C and above

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- | | |
|--|--|
| ☒ 2025 | ☒ 2070 |
| ☒ 2030 | ☒ 2080 |
| ☒ 2040 | ☒ 2090 |
| ☒ 2050 | ☒ 2100 |
| ☒ 2060 | ☒ Other, please specify : Baseline + every 5 years from 2020-2100 |

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Direct interaction with climate

- ☒ Other direct interaction with climate driving forces, please specify :Given Arcadis is a professional services company, we prioritized the number of locations by the FTE that would be impacted by any climate hazards.

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumes no meaningful mitigation; high emissions continue due to fossil fuel dominance, population growth, and limited climate policy intervention. Results in ~4.3°C warming by 2100. High uncertainty in physical risk severity, including tipping points and compounding impacts. Constraints include outdated economic assumptions in some models (e.g., continued coal growth), though it still represents a useful high-end physical risk benchmark.

(5.1.1.11) Rationale for choice of scenario

Used to assess the Arcadis's exposure to worst-case, high-impact physical climate risks. Aligns with CDP and TCFD recommendations to test resilience to severe climate outcomes. Useful for stress testing asset durability, supply chain exposure, and business continuity under increasing extreme weather.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 4.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☒ SSP2

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 2.5°C - 2.9°C

(5.1.1.7) Reference year

2022

(5.1.1.8) Timeframes covered

Select all that apply

- | | |
|--|--|
| ☒ 2025 | ☒ 2070 |
| ☒ 2030 | ☒ 2080 |
| ☒ 2040 | ☒ 2090 |
| ☒ 2050 | ☒ 2100 |
| ☒ 2060 | ☒ Other, please specify : Baseline + every 5 years from 2020-2100 |

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Climate change (one of five drivers of nature change)

Direct interaction with climate

- ☒ Other direct interaction with climate driving forces, please specify :Given Arcadis is a professional services company, we prioritized the number of locations by the FTE that would be impacted by any climate hazards.

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumes stabilization of emissions through moderate mitigation efforts and some low-carbon technology adoption. Warming expected to reach ~2.5–3°C by 2100. Uncertainty exists around regional impacts and implementation of mid-range policy commitments. Constraints include variability in how emissions plateau and the rate of adaptation across sectors and geographies.

(5.1.1.11) Rationale for choice of scenario

Represents a middle-of-the-road scenario, often considered a more plausible outcome given current policy trajectories. Useful for understanding transitional pathways where moderate adaptation and physical risks co-exist, and for informing medium-term strategy and capital planning.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Resilience of business model and strategy
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Our strategy has been influenced by the climate scenario analysis, which played an integral part in shaping our Climate Transition Plan, which was released in 2024. The insights drawn from this process influence our business in the following ways: Products and services: Opportunities for revenue growth from increased demand for services that support low-carbon economy and climate resilience. This focuses on the impact on revenue from a shift in demand for products and services. Arcadis is growing its global Sustainability Advisory and Energy Transition practices to accelerate our clients' ambitions and cater to clients' needs resulting from climate change. To accelerate a planet positive future, our Sustainable Project Choices strategic pillar embodies: A deliberate focus on projects that contribute to our strategic ambition. Arcadis has committed to increasing the robustness of our project selection process by selecting projects that align with planet positive, sustainability, and economic criteria. An enhanced, next-generation key client program. Through growing our share of wallet within key clients, we're aiming to increase GBA cross

collaboration. Arcadis also intends to expand this program by 50% to target a broader group of clients and drive success in our growth markets, which anchor our sustainable project choice ambitions. As we introduce a more tailored and target-driven approach, we can address the need of our clients more effectively, including through increased advisory lead client engagements. An evolution of our commercial models. We're shifting our commercial models to gradually adapt to our changing role with clients. As we embrace value-based pricing and incentive-based models, we're reflecting the value we offer to clients, including through advisory services that further our clients' climate ambitions as well as our own. Through this approach, we're also building models to incorporate increased solutions engaging our Intelligence business area. Supply chain and/or value chain: Responsible and sustainable procurement has been recognized as a material theme and area for further development for Arcadis. We are incrementally growing our Sustainable Procurement Program and building an impact-based approach while we are continuing to assess our operational readiness from a supply chain perspective to address our Scope 3 emissions reduction target. Core principles that guide Arcadis' Sustainable Procurement practices are represented in our publicly available Arcadis Global Procurement Policy Statement and the Arcadis Global Supplier Code of Conduct, which outline the collaborative approach we aim for with our supply base. It also details Arcadis' expectations that suppliers need to meet regarding ESG topics. Investment in R&D: Arcadis has made significant investment in market research, client interviews, industry-wide network organizations, internal teams and capability development, business development, and digital and innovation to drive sustainability innovation in the services we deliver. The Imagine Awards is our annual program geared toward sharing solutions that drive innovation at Arcadis through the creativity, innovation, and entrepreneurial spirit of Arcadians. In 2025, we had 3 innovation themes: "Circular Energy Assets", "Sustainable Construction Materials" and "Valuing and Measuring Nature". Furthermore, in partnership with the Lovinklaan Foundation, Arcadis launched a program, Ignite, that is dedicated to enhancing the skills of both seasoned innovators as well as budding talents within Arcadis. This program includes a virtual training experience focused on developing value propositions, designing business models, and testing business ideas. A smaller group of Arcadians who complete the virtual training will be invited to an in-person innovation masterclass experience, facilitated by Arcadis' Global Innovation and Ecosystems team. Operations: Climate-related risk management is embedded in our Global Environmental Management System. The system monitors and tracks identified environmental risks or opportunities. In particular, physical risks identified through physical climate risk assessment have been incorporated into our Business Continuity Plans, as appropriate, at the country level.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

We are excluding coal and are reducing our oil-related work. In some countries, natural gas is seen as a transition fuel as we move into a low carbon economy.

(5.2.10) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ We have a different feedback mechanism in place

(5.2.11) Description of feedback mechanism

Arcadis has a dedicated Investor Relations team which holds regular group and one-on-one meetings with investors. The climate transition plan is one of the topics discussed in those meetings and the Investor Relations team feeds back relevant information.

(5.2.12) Frequency of feedback collection

Select from:

☒ More frequently than annually

(5.2.13) Description of key assumptions and dependencies on which the transition plan relies

Arcadis' Climate Transition Plan makes basic assumptions about the regulatory landscape, global warming scenarios, the availability of technology supporting energy transition, and the cost and timescale of industrial energy transition. Our Climate Transition Plan (CTP) outlines our commitment to meeting climate goals and promoting a planet-positive future through sustainable project choices. Our CTP includes initiatives such as renewable energy procurement, fleet electrification, sustainable travel policies, and employee commuting programs. Arcadis supports the Paris Agreement and Glasgow accords. Arcadis has science-based near-term and net zero targets approved by the Science Based Target initiative (SBTi) for our global scope 1, 2, and 3 emissions aligned with a 1.5°C pathway as follows: Overall Net-Zero Target: Arcadis commits to reach net-zero greenhouse gas emissions across the value chain by 2035. Near-Term Targets: Arcadis commits to reduce absolute scope 1 and 2 GHG emissions 71% by 2029 from a 2019 base year. Arcadis also commits to reduce absolute scope 3 GHG emissions 45% within

the same timeframe. Long-Term Targets: Arcadis commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2035 from a 2019 base year. Arcadis also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe. As part of our efforts to reach these targets, we also committed to transition our entire company fleet to electric vehicles by 2030 (currently 43% of vehicles are EVs).

(5.2.14) Description of progress against transition plan disclosed in current or previous reporting period

Arcadis achieved a 9% absolute reduction across scope 1, 2, and 3 GHG emissions from 2019 to 2025. Over that same timeframe, we achieved a 64% absolute reduction in scope 1 and 2 (market-based) emissions through our program to concentrate and consolidate our offices and by purchasing green energy. Whenever office relocations are planned, Arcadis will continue to consider energy source and use as a factor in selecting new office space. Our overall scope 3 emissions decreased 4%, led by a reduction in Scope 3 Categories 6 (Business traveling) and 7 (Employee commuting), offset by an increase in Scope 3 Category 1 (Purchased goods and services). Since 2010, Arcadis has reported on global emissions and energy consumption, based on the Greenhouse Gas (GHG) Protocol. Arcadis' carbon footprint received limited assurance from our external auditor as described in our 2025 Annual Integrated Report on page 291. Our detailed carbon footprint calculation methodology is described in our 2025 Annual Integrated Report on pages 129 to 132. To enable our net zero transition, Arcadis is using a prioritized approach, enabled by improving data quality, to target the key sources of emissions within areas such as purchased goods and services. For each scope of emissions, Arcadis is implementing specific emissions reduction levers. For scope 1 and 2 emissions, this includes transitioning our fleet to electric vehicles and improving the sustainability of our offices. Arcadis routinely incorporates green clauses in our leases and gives preference to sustainably rated office properties accredited by third parties (e.g., LEED, BREAM), where possible. For scope 3 emissions, emission reduction levers include setting carbon travel budgets, implementing more globally consistent waste reduction and recycling measures, and working with suppliers via a third-party supply chain program to report and reduce emissions. As required by the GHG Protocol, the comparative emissions and our 2019 baseline have been updated from previously reported greenhouse gas (GHG) emissions due to acquisitions, data improvements, estimation updates, and methodology changes which has led to a more robust approach. We now also include primary supplier data collected through the CDP Supply Chain program. For a more detailed explanation of the changes, see our Annual Integrated Report. The GHG Protocol outlines requirements to restate emissions due to structural and methodological changes to allow for more accurate tracking of emissions over time. For more information see GHG Protocol Corporate Standard Chapter 5: Tracking Emissions Over Time.

(5.2.15) Attach any relevant documents which detail your climate transition plan (optional)

Climate Transition Plan 2024.pdf

(5.2.16) Other environmental issues that your climate transition plan considers

Select all that apply

☒ No other environmental issue considered

(5.2.18) Adaptation-specific objectives included within your climate transition plan

Select from:

☒ No

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Investment in R&D

☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our strategy, launched in 2023, will see us partner with clients on sustainable project choices that benefit their business, communities, and the ambition to limit global temperature rises aligned with the 1.5°C global warming target limit by 2050. To this end, we have sharpened our pursuits and business selection criteria to deliberately focus on projects that accelerate a planet positive future and add the most value. This is supported by an expanded key client program aimed at meeting our targets to expand holistic solutions to our clients and improve profitability

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Transition risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Upstream: In our 2023 Capital Markets Day, Arcadis announced the following target in its 2024-2026 strategy: "45% reduction in Scope 3 GHG emissions by 2029". To address our scope 3 reduction targets, Arcadis began a program to reduce our greenhouse gas impact through ongoing refinement of our scope 3 analysis, reporting, and reduction in relation to purchased goods and services: 1. In 2024, we invited 208 selected suppliers to subscribe to the CDP Supply Chain Initiative. 2. Since 2023, Arcadis adopted a state-of-the-art tool from a third-party data intelligence firm, Prewave, to conduct an analysis of risks to our supply chain. Through this tool, we have been able to actively monitor approximately 20% of our supply base, providing a continuous assessment of risks. 3. We have mapped our procurement categories against ESG risks, culminating in the development of a risk matrix. This matrix serves as a framework to guide our internal category strategy developments and support Arcadians engaged in procurement activities. Our risk matrix covers, in addition to multiple human rights risk areas, six environmental risk areas, including Climate & Energy, Air Pollution, Water Use & Water Availability, Waste, Biodiversity & Deforestation, and Soil and Groundwater Contamination. This strategic foundation will serve as the cornerstone of our supplier collaboration program enhancements. 4. Training our global (procurement) community to familiarize key stakeholders with external sustainability developments and internal tools. 5. Sustainability Core principles that guide Arcadis' Sustainable Procurement practices are represented in our publicly available Arcadis Global Procurement Policy Statement and the Arcadis Global Supplier Code of Conduct, which outline the approach we aim for with our supply base. 6. We follow the Arcadis Risk & Control framework regarding third party management which includes internal guidelines to engage with suppliers. Downstream: Arcadis is developing new client methodologies and tools to measure sustainability across five core themes - Carbon, Nature, Water, Circularity and Social Impact. The tool to measure carbon impact has been launched and is in the pilot phase.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

In 2025, we expanded our already strong digital offering. The strength of these innovations is especially evident in asset management. In 2025, we launched Climate Risk Nexus, a digital platform that integrates global climate data, location-specific asset and operational information, and our deep resilience expertise to translate physical climate risk into strategic investment and operational decisions.

Operations

(5.3.1.1) Effect type

Select all that apply

☒ Physical risks

☒ Transition risks

☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Sustainability and climate change risks and opportunities are regularly reviewed by the Arcadis Supervisory Board and Executive Leadership Team. In addition to building a Sustainability Advisory practice to assist its clients in their ability to adjust to the changing climate, Arcadis itself has invested in its Global Sustainability team where it now has programs that measures and reports Arcadis' footprint and impacts, keep our core services fresh and relevant, help the business "embed sustainability in everything we do", and help Arcadians understand, apply, and communicate our sustainability ambition and capabilities. Meanwhile, the company scores highly in sustainability ratings, such as those performed by Sustainalytics and Ecovadis, and CDP. Arcadis has a Global Crisis Response Plan which addresses business continuity with a specific methodology and with dedicated Crisis Response Teams (CRT) in the different regions. A crisis is defined as an emergency event or threat of such event that may cause immediate serious injury, death to employees or the public, property damage, damage to the company's image, disruption to the organization or emotional harm and/ or a threat to business continuity. This includes any climate-related topics of a short-term nature (floods, storms, wildfires etc.). The Crisis Response Plan aims to protect and preserve life and the safety of employees and the public, protect property and assets, retain client and employee relations, minimize business interruption, and return the company to normal business operations as soon as possible.

[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- ☒ Revenues
- ☒ Direct costs

(5.3.2.2) Effect type

Select all that apply

- ☒ Physical risks
- ☒ Transition risks
- ☒ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

The mix of growth of market opportunities, innovation, investing in our people and of sustainable project choices led to an ambitious financial framework for the upcoming 3-year strategic cycle with an increase of operating EBITA from 10 to 12.5% stemming from an organic growth of mid-high single digit over the full cycle. Risks have been taken into account as well during the target setting process.

[Add row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Methodology or framework used to assess alignment with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	Select from: ☒ Yes	Select all that apply ☒ A sustainable finance taxonomy	Select from: ☒ At both the organization and activity level

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization's climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☒ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

Select from:

☒ Total across climate change mitigation and climate change adaptation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

Select from:

☒ Yes

(5.4.1.5) Financial metric

Select from:

☒ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

0

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

0

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

0

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

71.8

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

All eligible activities were analyzed for alignment. The substantial contribution and DNSH criteria for each activity were considered and met. Many Minimum Safeguards criteria have been met as well, but one of the various tests led to the conclusion that the alignment criteria are not yet fully reached. The ongoing effectiveness tracking of our adherence to UN Global Principles on Human Rights is on several ways already in place, but not yet on all aspects, and by that not meeting all alignment criteria over the year 2025.

[Add row]

(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.**Row 1****(5.4.2.1) Economic activity**

Select from:

☒ Flood risk prevention and protection infrastructure

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☒ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☒ Turnover

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

146

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

3

(5.4.2.24) Calculation methodology and supporting information

Another major Solution of Arcadis is Water Optimization. This Solution as well as the adjacent Solution called Climate Adaptation were investigated for Flood risk prevention. This activity was not part of the investigations before as it sits within the Disaster management sector, which is not a sector in which Arcadis has many projects running. The activity also is related to structural measures on Flood risk prevention and protection infrastructure, which is seen within several projects of the two Solutions.

(5.4.2.25) Substantial contribution criteria met

Select from:

☒ Yes

(5.4.2.26) Details of substantial contribution criteria analysis

All substantial contribution criteria have been examined, while DNSH criteria related to circular economy and pollution have been judged nonapplicable for activity (6.14) given that the criteria ask respectively for proof of construction waste management, and of construction noise, dust, and vibration reduction. Arcadis, being a Design & Engineering firm, is never involved in actual construction works, and thus does no significant harm to the transition to circular economy not to pollution prevention and control as define by the EU Taxonomy regulation. Adaptation to Climate Change A climate risk and vulnerability assessment was performed to assess the materiality of the physical climate risks on Arcadis' activities using the highest available resolution, state-of-the-art climate projections across the existing range of future scenarios consistent with the expected lifetime of the activity (2020-2100). It has been carried out for the top 100 of project sites, as well as the top 100 largest offices of Arcadis. The Adaptation study has been updated in 2023 by including the office locations of DPS, Giftge Consult and HydroNET; office locations of IBI were already included last year. In 2024 we included as well the newest offices and updated the largest project sites. The study was carried out by a specialized firm called Jupiter, and results were shared to Arcadis in Tableau format. Arcadis is not considered as vulnerable to the climate change hazards as the activity is spread in a wide variety of geographies, allowing a risk diversification. Furthermore, Arcadis has defined physical and non-physicals solutions applicable in the short-term, mid-

term, and long term. These solutions have been integrated to Business Continuity Plans. Consequently, it has been concluded that DNSH 2 is respected over all Arcadis' activities. Minimum Safeguards Arcadis is aligned to all minimum safeguards requirements pursuant to Article 3 (c) and Article 18 of the Taxonomy Regulation and has disclosed all procedures put in place to comply with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and has also integrated all principles and rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

(5.4.2.27) Do no significant harm requirements met

Select from:

☒ Yes

(5.4.2.28) Details of do no significant harm analysis

DNSH criteria related to circular economy and pollution have been judged nonapplicable for activity (6.14) given that the criteria ask respectively for proof of construction waste management, and of construction noise, dust, and vibration reduction. Arcadis, being a Design & Engineering firm, is not involved in actual construction works, and thus does no significant harm to the transition to circular economy nor to pollution prevention and control as defined by the EU Taxonomy regulation. For minimum safeguards: Many Minimum Safeguards criteria have been met, but one of the various tests led to the conclusion that the alignment criteria are not yet fully reached. The ongoing effectiveness tracking of our adherence to UN Global Principles on Human Rights is on several ways already in place, but not yet on all aspects, and by that not meeting all alignment criteria. As general remark: It is unfortunately impossible to connect the CDP submission to the total connection to our EU taxonomy submission, as several activities miss in the drop menu of CDP (e.g., Remediation of contaminated sites and areas, to which is a large portion of our revenues is related to).

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☒ No

(5.4.2.30) Attach any supporting evidence

arcadis-annual-integrated-report-2025 (3).pdf

Row 3

(5.4.2.1) Economic activity

Select from:

☒ Infrastructure for rail transport

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☒ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☒ Turnover

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

507

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

10.4

(5.4.2.24) Calculation methodology and supporting information

Most projects under the Intelligent Rail solution are Design & Engineering (D&E) projects for railways, subways, bridges, tunnels, stations, terminals, or rail service facilities. The turnover generated by these projects was found to be eligible to the EU Taxonomy under CCM 6.14. Turnover Additional projects related to this activity were found within the Stations Solution (Places GBA), IBI, and Arcadis Brazil.

(5.4.2.25) Substantial contribution criteria met

Select from:

☒ Yes

(5.4.2.26) Details of substantial contribution criteria analysis

see first row

(5.4.2.27) Do no significant harm requirements met

Select from:

☒ Yes

(5.4.2.28) Details of do no significant harm analysis

see row 1 as analysis was done on group levels

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☒ No

(5.4.2.30) Attach any supporting evidence

arcadis-annual-integrated-report-2025 (3).pdf

Row 7

(5.4.2.1) Economic activity

Select from:

☒ Consultancy for physical climate risk management and adaptation

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☒ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☒ Turnover

(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)

722

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

14.8

(5.4.2.24) Calculation methodology and supporting information

Like in 2024, many projects within our Environmental Restoration Solution were found eligible, by helping in restoring the environment and protecting communities.

(5.4.2.25) Substantial contribution criteria met

Select from:

☒ Yes

(5.4.2.26) Details of substantial contribution criteria analysis

see first row

(5.4.2.27) Do no significant harm requirements met

Select from:

☒ Yes

(5.4.2.28) Details of do no significant harm analysis

see row 1 as analysis was done on group levels

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☒ No

(5.4.2.30) Attach any supporting evidence

arcadis-annual-integrated-report-2025 (3).pdf

Row 8

(5.4.2.1) Economic activity

Select from:

☒ Transport by motorbikes, passenger cars and light commercial vehicles

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☒ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☒ CAPEX

(5.4.2.16) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

17.6

(5.4.2.24) Calculation methodology and supporting information*Company cars leased under IFRS 16.***(5.4.2.25) Substantial contribution criteria met***Select from:*☒ Yes**(5.4.2.26) Details of substantial contribution criteria analysis***see first row***(5.4.2.27) Do no significant harm requirements met***Select from:*☒ Yes**(5.4.2.28) Details of do no significant harm analysis***see row 1 as analysis was done on group levels***(5.4.2.29) Minimum safeguards compliance requirements met***Select from:*☒ No**(5.4.2.30) Attach any supporting evidence***arcadis-annual-integrated-report-2025 (3).pdf*

Row 9

(5.4.2.1) Economic activity

Select from:

☒ Acquisition and ownership of buildings

(5.4.2.2) Taxonomy under which information is being reported

Select from:

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

Select from:

☒ Taxonomy-eligible but not aligned

(5.4.2.4) Financial metrics

Select all that apply

☒ CAPEX

(5.4.2.16) Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (currency)

17

(5.4.2.17) Taxonomy-eligible but not aligned CAPEX associated with this activity as % of total CAPEX in the reporting year

34

(5.4.2.24) Calculation methodology and supporting information

Buildings owned or leased under IFRS 16.

(5.4.2.25) Substantial contribution criteria met

Select from:

☒ Yes

(5.4.2.26) Details of substantial contribution criteria analysis

see first row

(5.4.2.27) Do no significant harm requirements met

Select from:

☒ Yes

(5.4.2.28) Details of do no significant harm analysis

see row 1 as analysis was done on group levels

(5.4.2.29) Minimum safeguards compliance requirements met

Select from:

☒ No

(5.4.2.30) Attach any supporting evidence

arcadis-annual-integrated-report-2025 (3).pdf

[Add row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.1) Details of minimum safeguards analysis

Minimum Safeguards: Arcadis is not aligned to all minimum safeguards requirements pursuant to Article 3 (c) and Article 18 of the Taxonomy Regulation and has disclosed all procedures put in place to comply with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, and has also integrated all principles and rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Evaluation of these elements was carried out in collaboration with the Global Compliance Officer, the Global People

Director as well as the Human Rights lead. A wide range of policies, under which our Arcadis General Business Principles (AGBP), the Procurement policy, the Global supplier code of conduct, the Human rights & labor policy and several more support the alignment to all minimum safeguards requirements of our own operations as well as our value chain partners. Arcadis has been a member of the United Nations Global Compact (UNGC) since 2009 and supports the Ten Principles regarding four areas: human rights, labor standards, environmental stewardship, and anticorruption. The only thing that led not being fully Taxonomy aligned was the conclusion that the ongoing effectiveness tracking of our adherence to UN Guiding Principles on Human Rights is already partially in place, but not yet in place for all aspects. With regard to Anti-corruption and Anti-bribery: Arcadis has embedded its commitment to preventing corruption and bribery by developing specific anticorruption and anti-bribery guidelines that are an integral part of the Arcadis General Business Principles (code of conduct). Whistleblower procedures have been defined including the Integrity Line. The Integrity Line is a telephone and a web-based line through which Arcadians can anonymously report integrity issues. Taxation: Arcadis has endorsed the VNO-NCW Tax Governance Code, which is largely aligned with the Arcadis Tax strategy and principles. Fair Competition: Arcadis supports the principle of free enterprise and unrestricted competition as a basis for conducting our business and we observe applicable competition laws and regulations. Specific guidance on fair competition forms an integral part of the Arcadis Code of Conduct. Legal: Arcadis closely manages its key legal claims.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

As of 31 December 2024, the total turnover used as a denominator for the calculation of the Taxonomy Turnover KPI amounts to €4,995 million and corresponds to the group Gross turnover as set up in the Group's consolidated financial statements. The eligible turnover amounts to €1,624 million and represents 32.5% of the group's gross turnover. For 2023, the restated eligible turnover amounts to €1,741 million and represents 34.8% of the group's 2023 gross turnover. The delta in both years is stemming from our Environmental Restoration solution. The aligned turnover is nil for both 2024 and retrospectively for 2023 because of not meeting all criteria of one of the minimum safeguards. As of 31 December 2024, the total capital expenditures used as a denominator for the calculation of the Taxonomy CapEx KPI amounts to €88.2 million and corresponds to additions to tangible and intangible assets over the period, including increases in IFRS 16 right-of-use and additions related to business combinations, expenditures on software, and PP&E. It is important to highlight that Arcadis does not typically incur CapEx amounts directly associated with activities generating turnover, due to the nature of the services we provide, which are primarily Design and Engineering. Goodwill is not included in CapEx, as it is not defined as an intangible asset in accordance with IAS 38. The figures can be reconciled to note 14, 15 and 16 of the financial statements. As of 31 December 2024, eligible capital expenditures amount to €42.7 million and relate to increases in IFRS 16 buildings' right-of-use (€35.5 million), IFRS 16 company cars' right-of-use (€7.2 million). The aligned CapEx is nil for both 2024 and retrospectively for 2023 because of not meeting all criteria of one of the minimum safeguards. As of 31 December 2024, the total operating expenditures used as a denominator for the calculation of the Taxonomy OpEx KPI amounts to €9.9 million and corresponds to Research and Development, and Operation and Maintenance expenses only. This amount being not significant compared to the total OpEx of Arcadis Group, the Group opted for the materiality exemption for the OpEx. The amount of eligible OpEx is considered as nil.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

Select from:

☒ Yes

(5.4.3.5) Attach any supporting evidence

arcadis-annual-integrated-report-2025 (3).pdf

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☒ No, but we plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☒ No standardized procedure

(5.10.3) Explain why your organization does not price this environmental externality

Arcadis is an office-based engineering and consultancy company and has limited environmental exposure in its own operational activities. Our largest GHG emissions impacts come from purchased goods and services and we are currently exploring our ability to institute a shadow price for carbon into our purchasing decisions. In addition, although not a pricing mechanism per se, we currently provide our teams with a carbon budget for travel, progressively limiting our contribution to climate change from that aspect.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:

☒ No, and we do not plan to in the next two years

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Customers	Select from: ☒ Yes	Select all that apply ☒ Climate change
Investors and shareholders	Select from: ☒ Yes	Select all that apply ☒ Climate change
Other value chain stakeholders	Select from: ☒ Yes	Select all that apply ☒ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We selected suppliers to report emissions via CDP (or Sphera for SMEs) based on impact. Suppliers were ranked based on their reported/estimated emissions in 2025 linked the services/products they sold to Arcadis in 2025 (hybrid approach) - in addition, any supplier that reported to Arcadis before has been added to the list. For '25 data ('26 reporting), >1000 suppliers are being invited (400 CDP - >600 Sphera). This ranked approach has a threshold of around 20tCO2e roughly.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

900

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

- ☒ Business risk mitigation
- ☒ Procurement spend
- ☒ Supplier performance improvement
- ☒ Suppliers' exposure or vulnerability to physical risks

(5.11.2.4) Please explain

See 5.11.1 as well. We select our highest emitting suppliers for reporting and training. Suppliers that have reported to Arcadis already in the past have been included as well.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

- ☒ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

- ☒ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our actual requirements are published on our website and stated in our Code of Conduct to which suppliers need to commit during onboarding/contracting. These requirements include minimum thresholds for key suppliers in 2026 and 2027 [please see question 5.11.6]. A Net Zero profile is being developed for selected suppliers providing visibility of those aligned with Arcadis' Net Zero goals during contracting.

[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☒ Environmental disclosure through a public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☒ Other, please specify :We monitor and chase the reporting

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 26-50%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Other, please specify :Chase, retain and engage, depending on the situation. Moreover, suppliers will be invited next year again. We provide an online training to build their capabilities to report.

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Other, please specify :We follow our reminder and chase routine for late/non-responders. Engaging suppliers through selected colleagues managing the supplier relation - and we ask this to be part of QBR agenda. Moreover, suppliers will be invited next year again.

(5.11.6.12) Comment

In 2025, minimum thresholds for key suppliers have been set as follows: [1] all selected suppliers must report GHG emissions annually starting in 2026; [2] all selected suppliers must set emission reduction targets and related programs by 2027. As defined in question 5.11.5 this thresholds is implemented through our Code of Conduct in tendering and supplier contracts, and a Net Zero profile is being developed for each selected supplier, allowing the prioritization of those aligned with Arcadis' Net Zero goals during contracting.

[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

- ☒ Provide training, support and best practices on how to measure GHG emissions
- ☒ Other capacity building activity, please specify :Training on Arcadis' Supplier Code of Conduct

Information collection

- ☒ Collect GHG emissions data at least annually from suppliers
- ☒ Collect targets information at least annually from suppliers
- ☒ Other information collection activity, please specify :We collect more sustainability information during a prequalification process for some suppliers, e.g., ISO 14001/50001 certification.

Innovation and collaboration

- ☒ Collaborate with suppliers on innovations to reduce environmental impacts in products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 51-75%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 51-75%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

In 2023, we began (CDP) inviting 126 of our key suppliers to report. By 2024, this group had grown to 208, representing approximately 18% of our spend. In 2025 we added additional reporting through Sphera for SMEs and we invited 724 suppliers. Our supplier engagement efforts go beyond reporting. In 2025-26, we developed a GHG-training module. In 2026 we changed from spend based to emission based to prioritize high-emitters As part of prequalification, suppliers are required to share Net Zero targets, allowing us to identify their climate and sustainability practices. In 2025, we developed the Net Zero Supply Chain Supporting tool to train key internal stakeholders on Sustainable Procurement decisions and the Net Zero criteria that suppliers are expected to meet. This training enables them to engage in informed conversations and make procurement decisions that favor suppliers aligned with our Net Zero objectives. In 2026 we developed a full supply chain emission dashboard to provide scope 3 data visibility internally. Based on this, hotspot analyses have been created for all countries where we operate to drive reduction initiatives. Lastly, we expect to incorporate in 2026 GHG-reduction objectives into our category strategies, which allows us to tailor our approach and future collaboration efforts.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Environmental disclosure through a public platform

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ No

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ 51-75%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

As a solutions provider in the environmental consultancy space, Arcadis has a vested interest in providing its clients with sustainability advice. Our strategy is directed at making more sustainable project choices and under the Dutch Corporate Governance Code we are held to contribute to sustainable developments. Among other things we engaged these stakeholders in a double materiality assessment to determine which topics are material to Arcadis.

(5.11.9.6) Effect of engagement and measures of success

With clients increasingly focused on projects and solutions with clear sustainability benefit, a compilation of information regarding sustainability strategy, plans and progress has been completed for key clients. The information supports account teams to build account plans with sustainable outcomes at the front and center, guides client conversations around sustainability, and provides data to support key pursuits. For example, in the Mobility GBA, sustainability is integrated into client pursuits through the lens of carbon reduction, social value and justice, including electric vehicle transition, which supports growth in technical advisory and digitally empowered mobility management. The GBAs have prioritised Sustainable Solution areas such as Energy Transition, Climate Adaption and Sustainable Infrastructure Design. To assess and prioritize key pursuits, we are using thought leadership developed through the lens of the prioritised solutions.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Align your organization's goals to support customers' targets and ambitions

☒ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Arcadis wants to understand how sustainability topics affect shareholder and investor sentiment related to Arcadis. The company therefore regularly communicates with investors on the impacts, risks and opportunities related to this topic. We also engage these stakeholders in the years after a big strategy update in a double materiality assessment to determine which topics are material from financial and impact perspectives to Arcadis.

(5.11.9.6) Effect of engagement and measures of success

Lower cost of capital, better shareholder relations.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Other value chain stakeholder, please specify :NGOs

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Other education/information sharing, please specify :Collaboration on sustainability projects.

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Less than 1%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

NGO contributions influence sustainability initiatives and practices and improves progress on our human rights program

(5.11.9.6) Effect of engagement and measures of success

Environmental impact, social equity

[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☒ No, but we plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☒ No standardized procedure

(5.13.3) Explain why your organization has not implemented any environmental initiatives

Starting in 2025 and continuing into 2026, our organization has set a clear objective to work closely with suppliers who report through CDP and other reporting channels. This collaboration aims to engage in meaningful dialogue with these suppliers to better understand the constraints and challenges they face in reducing their greenhouse gas emissions. Through this engagement process, we intend to explore how Arcadis can actively support their decarbonization efforts—whether through knowledge sharing, joint initiatives, or capability-building measures. The ultimate goal of this collaboration is to drive down emissions not only at the supplier level but also within our own value chain, contributing to the reduction of our Scope 3.1 emissions. This reflects our commitment to collective climate action and to building a supply chain that is aligned with our Net Zero ambitions.

[Fixed row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Choosing the operational control approach for reporting climate change data is aligned with several factors. Firstly, it conforms to the Science Based Targets Network (SBTN) recommendation, which endorses either operational or financial control, thus ensuring our reporting practices meet recognized standards. Secondly, this method aligns with our current financial accounting practices, providing consistency across our financial and environmental performance metrics, and simplifying the integration of environmental data into financial reports. Lastly, adopting operational control can offer detailed and actionable management information, which enables effective decision making on our GHG emission reduction as we would be able to introduce these changes.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Consolidation based on operational control for biodiversity aligns with how we monitor environmental and financial performance. Because Arcadis is not a manufacturing company and only leases its office spaces, operational control offers detailed and actionable management information to enable effective decision-making regarding biodiversity at our office locations.

[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply

☒ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Two acquisitions in Germany: - WSP Infrastructure Engineering GmbH - KUA Group

(7.1.1.3) Details of structural change(s), including completion dates

- WSP Infrastructure Engineering GmbH: acquisition was completed on April 2025. - KUA Group: acquisition was completed on March 24th, 2025. KUA & WSP together have added only ~1% to our global headcount and FTE, so we estimate that both together did not have a significant impact on our base year.

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☒ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

- For the calculation of estimations for Scope 2 emissions related to electricity and natural gas: where actual data for the reporting year or from previous years was unavailable, we used global standardised assumptions. These have been updated from 25 to 70 kWh/m²/year for electricity and from 0.8 to 3.2 m³/m²/year for natural gas; both to reflect the updated global average of our offices' consumptions. Estimations made for our base year have been updated, accordingly. - Additionally, Emissions from Working-from-home (WFH) are no longer categorized under category 7. This change was made to align with the requirements for our science-based Net Zero target which mandated us to keep WFH emission out of the scope of this target and report them separately from our total GHG emissions.
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☒ No, because the impact does not meet our significance threshold

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

Our recalculation policy states that a recalculation will be triggered if corrections of errors or changes in methodology or boundary result in a 5% change of our total Scope 1, 2, or 3 emissions, collectively. The resulting changes to our 2019 (baseline year) numbers were less than our 5% threshold in total emission and therefore didn't trigger a restatement of that year.

(7.1.3.5) Past years' recalculation

Select from:

☒ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ ISO 14064-1
- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

- ☒ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

- ☒ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

We report both our location-based and market-based Scope 2 emissions. We collected Scope 2 activity data for 100% of our offices and used the emission factors from IEA v7 for our location-based emissions. For market-based emissions, our renewable electricity purchases via direct contracts or contractual instruments (energy attribute certificates such as (i)RECs, GOs, etc., in line with GHG Protocol's scope 2 quality criteria) have been taken into account with an emission factor of 0.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

13290

(7.5.3) Methodological details

Our scope 1 includes company owned vehicles (purchased or leased for > 6 months) and stationary energy consumption at our offices (e.g., natural gas for heating) and emissions from refrigerants due to releases from air conditioners.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

17320

(7.5.3) Methodological details

Our scope 2 includes electricity and district heating/cooling if used in the respective office. It also includes electricity from our company owned electric vehicles (purchased or leased for > 6 months).

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

12900

(7.5.3) Methodological details

For our market-based scope 2 footprint, we considered that we purchase renewable electricity, via direct contracts for some offices, and therefore, a factor of 0 kg CO2e has been applied for electricity consumption for those offices in 2019.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

222000

(7.5.3) Methodological details

Scope 3 category 1, 2, and 4 were calculated together, the primary method for estimating these emissions is the spend-based calculation methodology, utilizing U.S. EEIO data models.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Included in cat 1

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

4000

(7.5.3) Methodological details

For scope 3 category 3 - Fuel-and-energy-related activities (not included in scope 1 or 2), consumption is captured in our NFR platform by each country and calculated according to the mapped emission factors.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Included in cat 1

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

3000

(7.5.3) Methodological details

Scope 3 category 5 is calculated by multiplying the EPA daily waste assumption of 4.90 lbs/day for weight of waste created by a person and the number of Arcadis full time employees (FTE). The weight activity data is then multiplied by the EPA Emission Factor for Mixed Municipal Solid Waste to determine the estimated emissions value. The in-office days per year for all Arcadis employees is determined by using the employee commuting survey results from the category 7 data collection process.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

46000

(7.5.3) Methodological details

For scope 3 category 6 - Business travel: From 2019, data has been retrieved by our travel agencies and other internal systems in some countries and then provided to a third party (Thrust Carbon). Short-term rental cars, air transportation, public transportation (by train, ferry, metro, bus) and taxi trip emissions are calculated with the help of this ISO-accredited third-party supplier.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

17000

(7.5.3) Methodological details

For scope 3 category 7 - Employee commuting: For 2019, data was collected from the countries in which Arcadis' EMS managers could retrieve this data at that time and it was extrapolated for the remaining countries using the global average of countries (as available).

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

3000

(7.5.3) Methodological details

In addition to our other scope 3 emissions, we estimated our emissions related to working from home (WFH). For the pre-pandemic year 2019, an average WFH-share of 10% has been applied to calculate the number of days worked from home per year per country, depending on the local amount of public holidays and annual leave days, multiplied by the number of FTE per Arcadis country, and then multiplied with the country-specific WFH-factors from the "ECOMETRICA HOMEWORKER MODEL". (<https://ecometrica.com/knowledge-bank/insights/the-ecometrica-homeworker-methodology>)

Scope 3: Other (downstream)

(7.5.1) Base year end

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**Reporting year****(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)**

9240

(7.6.3) Methodological details

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our scope 1 includes company owned vehicles (purchased or leased for 6 months) and stationary energy consumption at our offices (e.g., natural gas for heating) and emissions from refrigerants due to releases from air conditioners. Company Vehicles: This includes emissions from company-owned and leased (long term hired 6 months) vehicles including pre-lease. Pre-lease is a vehicle used until your lease/company owned vehicle is available. The consumption data are collected as liters of consumed fuel in the vehicles (or machines) by type of fuel. For each fuel, the applicable Defra emission factor is linked to the consumption to calculate the emissions. If only distances are available, liters of fuel are estimated using an assumed consumption of 7L/100km. Stationary Energy: This includes natural gas or diesel for heating our offices. The consumption data is collected as liters or energy units of consumed fuel at the offices per fuel type. For the estimation calculations, we divide our building-related energy data into two categories, both with their own way of calculating: climate-related energy consumption (in proportion to the number of heating or cooling degree days with the reference temperature being 18C and the daily temperature as the average temperature) and all other building-related energy consumption (extrapolating the average electricity consumption per day from the periods with available data). Refrigerants: Consumption data are collected from the landlords. The following refrigerants are relevant for Arcadis' scope 1 (Kyoto protocol products): R410A, R134, R134A, and R427A. Consumption is converted into kg CO2e using the Defra factors (from the UK government). Fugitive emissions from refrigerant leakage in our building cooling systems (HFC and PFC) are included from offices where we could collect them; and excluded when we are not able to collect the data from the landlord because according to our estimation calculation, these would represent less than 1.4% of our total emissions for an annual period, and therefore are considered de minimis.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

8690

(7.6.2) End date

12/30/2024

(7.6.3) Methodological details

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our scope 1 includes company owned vehicles (purchased or leased for 6 months) and stationary energy consumption at our offices (e.g., natural gas for heating) and emissions from refrigerants due to releases from air conditioners. Company Vehicles: This includes emissions from company-owned and leased (long term hired 6 months) vehicles including pre-lease. Pre-lease is a vehicle used until your lease/company owned vehicle is available. The consumption data are collected as liters of consumed fuel in the vehicles (or machines) by type of fuel. For each fuel, the applicable Defra emission factor is linked to the consumption to calculate the emissions. If only distances are available, liters of fuel are estimated using an assumed consumption of 7L/100km. Stationary Energy: This includes natural gas or diesel for heating our offices. The consumption data is collected as liters or energy units of consumed fuel at the offices per fuel type. For the estimation calculations, we divide our building-related energy data into two categories, both with their own way of calculating: climate-related energy consumption (in proportion to the number of heating or cooling degree days with the reference temperature being 18C and the daily temperature as the average temperature) and all other building-related energy consumption (extrapolating the average electricity consumption per day from the periods with available data). Refrigerants: Consumption data are collected from the landlords. The following refrigerants are relevant for Arcadis' scope 1 (Kyoto protocol products): R410A, R134, R134A, and R427A. Consumption is converted into kg CO2e using the Defra factors (from the UK government). Fugitive emissions from refrigerant leakage in our building cooling systems (HFC and PFC) are included from offices where we could collect them; and excluded when we are not able to collect the data from the landlord because according to our estimation calculation, these would represent less than 1.4% of our total emissions for an annual period, and therefore are considered de minimis.

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

7430

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

260

(7.7.4) Methodological details

Our scope 2 includes our offices' electricity and district heating, as well as our company owned electric vehicles (purchased or leased for 6 months). As emission factors, the factors from Defra v13 (09/2025) have been used and for electricity, the factors from IEA v8 (12/2025) have been applied for scope 2 (location-based). In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, the heating/cooling degree days have been considered. Based on previous experiences with these assumptions where we have received measured data after calculating an estimate the estimates have always been well below our 10% uncertainty threshold. For our market-based scope 2 footprint, our renewable electricity purchase via direct contracts or contractual instruments (energy attribute certificates such as (i) RECs, GOs, etc.) have been taken into account with a factor of 0.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

9370

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

280

(7.7.3) End date

12/30/2024

(7.7.4) Methodological details

Our scope 2 includes our offices' electricity and district heating, as well as our company owned electric vehicles (purchased or leased for 6 months). As emission factors, the factors from Defra v13 (09/2025) have been used and for electricity, the factors from IEA v8 (12/2025) have been applied for scope 2 (location-based). In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, the heating/cooling degree days have been considered. Based on previous experiences with these assumptions where we have received measured data after calculating an estimate the estimates

have always been well below our 10% uncertainty threshold. For our market-based scope 2 footprint, our renewable electricity purchase via direct contracts or contractual instruments (energy attribute certificates such as (i) RECs, GOs, etc.) have been taken into account with a factor of 0.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

231500

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Hybrid method

☒ Spend-based method

☒ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

15

(7.8.6) Please explain

The primary method for estimating these emissions is the spend-based calculation methodology, utilizing U.S. EEIO (EEIO) data models. These spend-based emissions are calculated by multiplying our spend with each supplier by EEIO emission factors. We also collect primary supplier data through CDP's Supply Chain program, which provides supplier emissions for the previous year (2024) in late 2025. We use supplier-allocated emissions if they meet our quality criteria. To ensure data integrity, we validate the reported emissions by comparing them to a revenue-based intensity derived from the supplier's emissions and our spend with the

supplier. If the reported emissions fall within our defined thresholds, we utilize the supplier allocated emissions. Otherwise, we calculate emissions by applying the revenue-based intensity to our spend.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6400

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average spend-based method

☒ Hybrid method

☒ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

15

(7.8.6) Please explain

The primary method for estimating these emissions is the spend-based calculation methodology, utilizing U.S. EEIO (EEIO) data models. These spend-based emissions are calculated by multiplying our spend with each supplier by EEIO emission factors. We collect primary supplier data from CDP's Supply Chain program, which provides supplier emissions for the previous year (2024) in late 2025. We use supplier-allocated emissions if they meet our quality criteria. To ensure data integrity, we validate the reported emissions by comparing them to a revenue-based intensity derived from the supplier's emissions and our spend with the supplier. If the reported emissions fall within our defined thresholds, we utilize the supplier allocated emissions. Otherwise, we calculate emissions by applying the revenue-based intensity to our spend.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4200

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

Fuel-and-energy-related activities (not included in scope 1 or 2), consumption is captured in our NFR platform by each country and calculated according to the mapped emission factors. Months missing data are in line with Scope 1 & Scope 2 data: December in all cases, November most locations and for October or previous month at significantly fewer locations.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1300

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

15

(7.8.6) Please explain

The primary method for estimating these emissions is the spend-based calculation methodology, utilizing U.S. EEIO (EEIO) data models. These spend-based emissions are calculated by multiplying our spend with each supplier by EEIO emission factors. We collect primary supplier data from CDP's Supply Chain program, which provides supplier emissions for the previous year (2024) in late 2025. We use supplier-allocated emissions if they meet our quality criteria. To ensure data integrity, we validate the reported emissions by comparing them to a revenue-based intensity derived from the supplier's emissions and our spend with the supplier. If the reported emissions fall within our defined thresholds, we utilize the supplier allocated emissions. Otherwise, we calculate emissions by applying the revenue-based intensity to our spend.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

200

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

(7.8.6) Please explain

Waste generated in operations, Defra emission factors were applied to the waste amounts by waste type and waste disposal method. Actual waste amounts were available from 106 of our offices and estimated data for the remaining offices (see under "Waste estimation method"). For the offices which didn't yet start to collect could not collect any waste data in 2024 or 2025, the average daily 2024 waste intensities per FTE by waste type from 106 offices (for which the data was available before the data entry deadline), representing 34% of our offices, has been prorated using the FTE of the missing offices, the country-specific net working days (working days minus annual leave days) and the average Arcadis-specific office attendance in its country. The average office attendance has been calculated based on our annual global survey on commuting and WFH behavior which has been sent to all Arcadis employees globally and answered by 25% of our employees. This survey has been completed by the end of October and includes estimations for November and December.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

27200

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

☒ Fuel-based method

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

84

(7.8.6) Please explain

In 2025, around 84% of our business travel-related emissions were calculated from data from our external travel provider FCM (for air travel, hired cars, public transport and taxi). For ~16% of the emissions, the data originates from our internal systems Oracle and One Stream (for private vehicles).

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

9600

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Employee commuting, data was collected via a global employee survey (with an overall response rate of 25%) and was scaled based on headcount per country. We consider the 25% a representative response rate because for countries with covering most 89% of Arcadis employees, the number of responses was sufficient for a representativity with 95% confidence with an error margin of <=6%. This is documented per country in our calculation files. For the survey-based emissions calculations, we also applied an uplift factor for each country, depending on the error margin based on the sample size per country in relation to the country's total headcount. Emissions from Working-from-home (WFH) are no longer categorized under category 7. This change was made to align with the requirements for our science-based Net Zero target which mandated us to keep WFH emission out of the scope of this target and report them separately from our total GHG emissions. As a result of this change, the total for category 7 has been modified compared to previous publications. In the past, we provided a breakdown of the subcategories within category 7 for full transparency in our reporting.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Emissions covered under scope 1 or 2

(7.8.6) Please explain

This category is not relevant. Emissions from upstream leased assets are included within Arcadis's operational control boundary of Scope 1 and Scope 2 emissions.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Since Arcadis provides professional services and does not sell products, Arcadis does not transport, distribute, or store any sold products in vehicles/facilities that are not owned by Arcadis.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Arcadis provides services which do not have "processing" emissions once sold to Arcadis's clients.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Arcadis provides design and consultancy services and does not sell products or distribute fossil fuels.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Arcadis provides services which do not generate end of life emissions.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Arcadis does not own any assets that are leased to others.

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Not applicable to our organization's activities

(7.8.6) Please explain

This category is not relevant. Arcadis does not operate any franchises.

Investments

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☒ Emissions estimated to be insignificant

(7.8.6) Please explain

Emissions from investments were reviewed and joint ventures (JVs) were identified as a potential data source. However, it was determined they were not relevant because Arcadis does not have the ability to implement operational policies within the other (non-Arcadis) JV entities, therefore Arcadis does not have operational control. Per the GHG Protocol, 100% of the emissions from these JVs are excluded. Still, Arcadis is checking category 15 relevance periodically. In 2025, no investments have been made.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

11400

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.6) Please explain

Working-from-home (WFH), emissions are based on the WFH days per employee collected through a global employee survey, with an overall response rate of 25%. The results were scaled up using the number of respondents and the total headcounts of all colleagues per country and then multiplied this by the country-specific factors from the "ECOMETRICA HOMEWORKER MODEL" to convert into GHG emissions. As we also purchase green electricity via certificates to cover the estimated electricity consumption during WFH, we estimate the emissions from "grey electricity" at homes using the same assumption for electricity consumption as included within the "ECOMETRICA HOMEWORKER MODEL" factors (which assumes 1.2 kWh/homeworker-day), multiplied with the country-specific grid intensities from IEA. These emissions are then subtracted from the total WFH emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not evaluated

(7.8.6) Please explain

N.a.

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

223400

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

3900

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

3500

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

1100

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

200

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

34250

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

11400

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

15900

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

"Other (upstream)" are emissions from Working from home (WFH). These are NOT included within the category "Employee commuting", and also not in scope of our SBTi NZ target, as required by their guidance.

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Select from: ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Select from: ☒ Third-party verification or assurance process in place
Scope 3	Select from: ☒ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

arcadis-annual-integrated-report-2025.pdf

(7.9.1.5) Page/section reference

Page 290

(7.9.1.6) Relevant standard

Select all that apply

☒ Standard 3810N Assurance engagements relating to sustainability reports of the Royal Netherlands Institute of Registered Accountants

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

arcadis-annual-integrated-report-2025.pdf

(7.9.2.6) Page/ section reference

Page 290

(7.9.2.7) Relevant standard

Select all that apply

☒ Standard 3810N Assurance engagements relating to sustainability reports of the Royal Netherlands Institute of Registered Accountants

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

arcadis-annual-integrated-report-2025 (3).pdf

(7.9.2.6) Page/ section reference

Page 290

(7.9.2.7) Relevant standard

Select all that apply

☒ Standard 3810N Assurance engagements relating to sustainability reports of the Royal Netherlands Institute of Registered Accountants

(7.9.2.8) Proportion of reported emissions verified (%)

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

- | | |
|--|---|
| ☒ Scope 3: Capital goods | ☒ Scope 3: Upstream transportation and distribution |
| ☒ Scope 3: Business travel | ☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) |
| ☒ Scope 3: Employee commuting | |
| ☒ Scope 3: Purchased goods and services | |
| ☒ Scope 3: Waste generated in operations | |

(7.9.3.2) Verification or assurance cycle in place

Select from:

- ☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

- ☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

- ☒ Limited assurance

(7.9.3.5) Attach the statement

(7.9.3.6) Page/section reference

Page 290

(7.9.3.7) Relevant standard

Select all that apply

☒ Standard 3810N Assurance engagements relating to sustainability reports of the Royal Netherlands Institute of Registered Accountants

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

There was no change in emissions although there was a decrease of ~18% YOY of our electricity consumption which was "non-renewable" in the first place but we then purchased RECs for this consumption. Also the electricity consumption which was renewable in the first place via direct contracts decreased 5%. But both didn't have any effect on our combined Scope 1 & 2 (market-based) emissions because a zero emissions factor is accounted for this renewable electricity. Our renewable fuel consumption increased 58%, mostly due to more bioethanol useage in company vehicles in Brazil, but this is rather negligible in the context of our global Scope 1 emissions (~1.9 out of 9,500 tCO₂e). For more details about our energy consumption breakdown see 7.30.1.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO₂e)

530

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.3) Emissions value (percentage)

6

(7.10.1.4) Please explain calculation

This is a "theoretical" change which we have to declare here because of the comparison of our Scope 1 and 2 (market-based) of 9,500 tCO₂e versus last years' published 2024 value of 8,970 tCO₂e (+6%). In the meantime, updates to our 2024 footprint lead to a slightly higher value of 9,470 tCO₂e which wasn't published because it doesn't meet our materiality threshold of 5% of the total Scope 1, 2 and 3 footprint. But if we'd consider this update, there would not be an actual increase.

Divestment

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestment during 2025, also see question 7.1.1

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No material acquisition during 2025, also see question 7.1.1

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers in 2025.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

We don't produce physical goods, but if the gross revenue would be compared as a measure of "output": this didn't change significantly (-2%).

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in methodology vs. last year.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in boundary vs. last year.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in physical operating conditions.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO₂e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No relevant unidentified change in our gross emissions.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

-

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☒ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Specify the reason for no significant activities
	Select from: ☒ No, explanation provided	Select from: ☒ No relevant activities identified

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☒ No, explanation provided	Select from: ☒ No relevant activities identified	Select from: ☒ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:

☒ Yes, Scope 1 emissions only

[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CH4

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.83

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

22.3

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

9045

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

9045

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N2O

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.14

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

38.1

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☒ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.126

(7.15.1.3) Scope 1 emissions (metric tons of CO₂e)

189

(7.15.1.8) GWP Reference

Select from:

☒ IPCC Sixth Assessment Report (AR6 - 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Andorra

(7.16.1) Scope 1 emissions (metric tons CO₂e)

0

(7.16.2) Scope 2, location-based (metric tons CO₂e)

0

(7.16.3) Scope 2, market-based (metric tons CO₂e)

0

Angola

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

93.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

240

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Bahamas

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Barbados

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

1183

(7.16.2) Scope 2, location-based (metric tons CO2e)

320

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Benin

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

342

(7.16.2) Scope 2, location-based (metric tons CO2e)

14.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Cabo Verde

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Cameroon

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

868

(7.16.2) Scope 2, location-based (metric tons CO2e)

467

(7.16.3) Scope 2, market-based (metric tons CO2e)

65.9

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

46.3

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

19.6

(7.16.2) Scope 2, location-based (metric tons CO2e)

427

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China, Hong Kong Special Administrative Region

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

178

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China, Macao Special Administrative Region

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Dominican Republic

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Egypt

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Finland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

212

(7.16.2) Scope 2, location-based (metric tons CO2e)

10.7

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Georgia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

1060

(7.16.2) Scope 2, location-based (metric tons CO2e)

307

(7.16.3) Scope 2, market-based (metric tons CO2e)

30.8

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

17.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Guam**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Guatemala**(7.16.1) Scope 1 emissions (metric tons CO2e)**

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Guernsey

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Honduras

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Iceland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

762

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.16

(7.16.2) Scope 2, location-based (metric tons CO2e)

79.2

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Isle of Man

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Israel

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.23

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

168

(7.16.2) Scope 2, location-based (metric tons CO2e)

15.8

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.9

Jamaica

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Jersey

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Jordan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Korea (The Republic of)

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

35.7

(7.16.2) Scope 2, location-based (metric tons CO2e)

1.81

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Monaco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mongolia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

655

(7.16.2) Scope 2, location-based (metric tons CO2e)

666

(7.16.3) Scope 2, market-based (metric tons CO2e)

47

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.299

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.985

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

13.1

(7.16.2) Scope 2, location-based (metric tons CO2e)

710

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

181

(7.16.2) Scope 2, location-based (metric tons CO2e)

71.9

(7.16.3) Scope 2, market-based (metric tons CO2e)

20.1

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.9

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.627

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Puerto Rico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.33

(7.16.2) Scope 2, location-based (metric tons CO2e)

66

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

112

(7.16.3) Scope 2, market-based (metric tons CO2e)

88.3

Saint Lucia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Saint Vincent and the Grenadines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Saudi Arabia

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.71

(7.16.2) Scope 2, location-based (metric tons CO2e)

7.16

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Serbia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.35

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.602

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.15

(7.16.2) Scope 2, location-based (metric tons CO2e)

5.01

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Trinidad and Tobago

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Türkiye

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

48.3

(7.16.2) Scope 2, location-based (metric tons CO2e)

16.1

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Kingdom

(7.16.1) Scope 1 emissions (metric tons CO2e)

163

(7.16.2) Scope 2, location-based (metric tons CO2e)

113

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

4141

(7.16.2) Scope 2, location-based (metric tons CO2e)

2784

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.091

Uruguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By activity

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	<i>Places</i>	2383
Row 2	<i>Resilience</i>	3049
Row 3	<i>Mobility</i>	3092
Row 4	<i>Intelligence</i>	107
Row 5	<i>Enabling Function / Corporate</i>	566

[Add row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Business and commuter travel by company-owned vehicles</i>	6573
Row 2	<i>Stationary energy for company facilities</i>	2472
Row 3	<i>Fugitive emissions (Refrigerants)</i>	189

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By business division

☒ By activity

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Places</i>	2164	77.5
Row 2	<i>Resilience</i>	2748	99.3
Row 3	<i>Mobility</i>	1489	50.1
Row 4	<i>Intelligence</i>	116	6.6
Row 5	<i>Enabling Function / Corporate</i>	914	22.6

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>District heating</i>	244	244
Row 2	<i>Electricity (for offices)</i>	6263	0
Row 3	<i>Cooling consumption</i>	12.4	12.4
Row 4	<i>Company-owned and long-term leased (>6 months) electric cars</i>	911	0

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

9240

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

7430

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

260

(7.22.4) Please explain

The Scope 1 and 2 emissions for our consolidated accounting group equal to our total Scope 1 and 2 emissions.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

The entities which we have not included in our footprint are not material within our consolidated accounting group. Therefore, we do not calculate emissions from other entities.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☒ Not relevant as we do not have any subsidiaries

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

☒ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

300400

(7.26.9) Emissions in metric tonnes of CO₂e

0.57

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 2

(7.26.1) Requesting member

Select from:

☒ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

300400

(7.26.9) Emissions in metric tonnes of CO₂e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 3

(7.26.1) Requesting member

Select from:

☒ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 4: Upstream transportation and distribution

- ☒ Category 6: Business travel
- ☒ Category 7: Employee commuting
- ☒ Category 1: Purchased goods and services
- ☒ Category 5: Waste generated in operations

- ☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

- ☒ Company wide

(7.26.6) Allocation method

Select from:

- ☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

- ☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

300400

(7.26.9) Emissions in metric tonnes of CO₂e

17.28

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 4

(7.26.1) Requesting member

Select from:

☒ Deutsche Bank AG

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9156600

(7.26.9) Emissions in metric tonnes of CO₂e

17.36

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 5

(7.26.1) Requesting member

Select from:

☒ Deutsche Bank AG

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9156600

(7.26.9) Emissions in metric tonnes of CO₂e

0.49

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one

of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 6

(7.26.1) Requesting member

Select from:

☒ Deutsche Bank AG

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9156600

(7.26.9) Emissions in metric tonnes of CO₂e

526.67

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 7

(7.26.1) Requesting member

Select from:

☒ Arm Holdings Plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

285500

(7.26.9) Emissions in metric tonnes of CO₂e

0.54

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's

contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 8

(7.26.1) Requesting member

Select from:

☒ Arm Holdings Plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

(7.26.9) Emissions in metric tonnes of CO₂e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 9

(7.26.1) Requesting member

Select from:

- ☒ Arm Holdings Plc

(7.26.2) Scope of emissions

Select from:

- ☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

- | | |
|---|--|
| ☒ Category 2: Capital goods | ☒ Category 4: Upstream transportation and distribution |
| ☒ Category 6: Business travel | ☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) |
| ☒ Category 7: Employee commuting | |
| ☒ Category 1: Purchased goods and services | |
| ☒ Category 5: Waste generated in operations | |

(7.26.4) Allocation level

Select from:

- ☒ Company wide

(7.26.6) Allocation method

Select from:

- ☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

285500

(7.26.9) Emissions in metric tonnes of CO₂e

16.42

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Row 10

(7.26.1) Requesting member

Select from:

☒ Ford Motor Company

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

38918000

(7.26.9) Emissions in metric tonnes of CO2e

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 11

(7.26.1) Requesting member

Select from:

☒ Ford Motor Company

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

38918000

(7.26.9) Emissions in metric tonnes of CO₂e

2.08

(7.26.10) Uncertainty (±%)

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 12

(7.26.1) Requesting member

Select from:

☒ Ford Motor Company

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

38918000

(7.26.9) Emissions in metric tonnes of CO2e

2238.48

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 13

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

297500

(7.26.9) Emissions in metric tonnes of CO₂e

0.56

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 14

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

297500

(7.26.9) Emissions in metric tonnes of CO₂e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 15

(7.26.1) Requesting member

Select from:

☒ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

297500

(7.26.9) Emissions in metric tonnes of CO₂e

17.11

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 16

(7.26.1) Requesting member

Select from:

☒ Nokia Oyj

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

7912400

(7.26.9) Emissions in metric tonnes of CO₂e

15

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of

multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 17

(7.26.1) Requesting member

Select from:

☒ Nokia Oyj

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

7912400

(7.26.9) Emissions in metric tonnes of CO₂e

0.42

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 18

(7.26.1) Requesting member

Select from:

☒ Nokia Oyj

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

7912400

(7.26.9) Emissions in metric tonnes of CO₂e

455.11

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 19

(7.26.1) Requesting member

Select from:

☒ KPMG International

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2600

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 20

(7.26.1) Requesting member

Select from:

☒ KPMG International

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2600

(7.26.10) Uncertainty ($\pm\%$)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 21

(7.26.1) Requesting member

Select from:

☒ KPMG International

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2600

(7.26.9) Emissions in metric tonnes of CO₂e

0.15

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 22

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

14800

(7.26.10) Uncertainty ($\pm\%$)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 23

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

14800

(7.26.9) Emissions in metric tonnes of CO₂e

0

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty

threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 24

(7.26.1) Requesting member

Select from:

☒ Barclays

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

14800

(7.26.9) Emissions in metric tonnes of CO₂e

0.03

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not

material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 25

(7.26.1) Requesting member

Select from:

☒ AstraZeneca

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

15510500

(7.26.9) Emissions in metric tonnes of CO₂e

29.4

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 26

(7.26.1) Requesting member

Select from:

☒ AstraZeneca

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

15510500

(7.26.9) Emissions in metric tonnes of CO₂e

0.83

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 27

(7.26.1) Requesting member

Select from:

☒ AstraZeneca

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

15510500

(7.26.9) Emissions in metric tonnes of CO₂e

892.13

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 28

(7.26.1) Requesting member

Select from:

☒ Eli Lilly & Co.

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

34998000

(7.26.9) Emissions in metric tonnes of CO2e

66.33

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 29

(7.26.1) Requesting member

Select from:

☒ Eli Lilly & Co.

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

34998000

(7.26.9) Emissions in metric tonnes of CO₂e

1.87

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 30

(7.26.1) Requesting member

Select from:

☒ Eli Lilly & Co.

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

34998000

(7.26.9) Emissions in metric tonnes of CO₂e

2013.01

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 31

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322400

(7.26.9) Emissions in metric tonnes of CO₂e

0.61

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 32

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322400

(7.26.9) Emissions in metric tonnes of CO₂e

0.02

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 33

(7.26.1) Requesting member

Select from:

☒ Lloyds Banking Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322400

(7.26.9) Emissions in metric tonnes of CO₂e

18.54

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 34

(7.26.1) Requesting member

Select from:

☒ Bristol-Myers Squibb

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9244600

(7.26.9) Emissions in metric tonnes of CO₂e

17.52

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of

multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 35

(7.26.1) Requesting member

Select from:

☒ Bristol-Myers Squibb

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9244600

(7.26.9) Emissions in metric tonnes of CO₂e

0.49

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 36

(7.26.1) Requesting member

Select from:

☒ Bristol-Myers Squibb

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 6: Business travel

☒ Category 7: Employee commuting

☒ Category 1: Purchased goods and services

☒ Category 5: Waste generated in operations

☒ Category 4: Upstream transportation and distribution

☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

9244600

(7.26.9) Emissions in metric tonnes of CO₂e

531.73

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 37

(7.26.1) Requesting member

Select from:

☒ Transurban Group

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

196300

(7.26.9) Emissions in metric tonnes of CO₂e

0.37

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 38

(7.26.1) Requesting member

Select from:
☒ Transurban Group

(7.26.2) Scope of emissions

Select from:
☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☒ Company wide

(7.26.6) Allocation method

Select from:
☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

196300

(7.26.9) Emissions in metric tonnes of CO2e

0.01

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 39

(7.26.1) Requesting member

Select from:

☒ Transurban Group

(7.26.2) Scope of emissions

Select from:

- ☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

- | | |
|---|--|
| ☒ Category 2: Capital goods | ☒ Category 4: Upstream transportation and distribution |
| ☒ Category 6: Business travel | ☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) |
| ☒ Category 7: Employee commuting | |
| ☒ Category 1: Purchased goods and services | |
| ☒ Category 5: Waste generated in operations | |

(7.26.4) Allocation level

Select from:

- ☒ Company wide

(7.26.6) Allocation method

Select from:

- ☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

- ☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

196300

(7.26.9) Emissions in metric tonnes of CO2e

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 40**(7.26.1) Requesting member**

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 1

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

231591

(7.26.9) Emissions in metric tonnes of CO₂e

0.44

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water, as well as consumed refrigerants (that leaked from A/Cs and were then refilled).

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the Greenhouse Gas Protocol Corporate Standard using the operational control approach. Our Scope 1 emissions include the sources for direct emissions over which we have operational control. Scope 1 includes the emissions of our company-owned vehicles and fuels (mostly natural gas) which are used for heating our buildings. In some offices, where we do not have measured data available for our consumption (e.g. we are part of multi-tenanted buildings), we have made assumptions based on average usage from other parts of our business. For example, if we lack accurate natural gas data used for heating in an office in Spain, we do not rely on data from the Netherlands due to different climates; instead we rely on other offices in the same country, neighboring country information like Italy or country average data to estimate consumption in combination with the local degree days, heating degree days (HDD) and cooling degree days (CDD) to normalize information for the area. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 41

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☒ Company wide

(7.26.6) Allocation method

Select from:

☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

231591

(7.26.9) Emissions in metric tonnes of CO₂e

0.01

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity consumption and cold and heating for our buildings, as well as electricity consumption for our company-owned electric vehicles.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 2 (market based) emissions include sources of indirect emissions over which we have operational control. Scope 2 (market-based) includes the emissions of our electricity consumption (also taking into account our green electricity purchases) and purchased or generated cold and heat. In instances where we lack accurate measured data, we have made assumptions based on average usage from other (comparable) parts of our business. For example, if we lack electricity consumption data in one of our offices, climate-independent electricity consumption has been extrapolated based on the average climate-independent electricity consumption per day from the previous periods. For climate-dependent electricity consumption estimates, additionally the heating/cooling degree days have been considered. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

Row 42

(7.26.1) Requesting member

Select from:

☒ NatWest Group plc

(7.26.2) Scope of emissions

Select from:

☒ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☒ Category 2: Capital goods

☒ Category 4: Upstream transportation and distribution

- ☒ Category 6: Business travel
- ☒ Category 7: Employee commuting
- ☒ Category 1: Purchased goods and services
- ☒ Category 5: Waste generated in operations

- ☒ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:

- ☒ Company wide

(7.26.6) Allocation method

Select from:

- ☒ Allocation based on the market value of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

- ☒ Currency

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

231591

(7.26.9) Emissions in metric tonnes of CO₂e

13.32

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Purchase goods and services refers to ~82% of Scope 3 emissions and Business traveling refers to ~10% of Scope 3 emissions. Other categories refers to ~10% of Scope 3 emissions.

(7.26.12) Allocation verified by a third party?

Select from:

☒ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Arcadis reports its emissions at a corporate level according to the GHG Protocol Corporate Standard using the operational control approach. Our Scope 3 emissions include sources of indirect emissions based on Categories 1 (Purchased goods and services), 2 (Capital goods), 3 (Fuel and energy-related activities), 4 (Upstream transportation and distribution), 5 (Waste generated in operations), 6 (Business traveling) and 7 (Employee commuting). Categories 8 to 15 are not relevant or not material for Arcadis. Based on previous experiences with these assumptions, where we have received measured data in a later stage, the assumptions have always been well below our 10% uncertainty threshold. Customer-level emissions are estimated based on each customer's contribution to total revenue in the reporting year. The customer's share of revenue is applied to total corporate emissions to determine the emissions allocated to that customer.

(7.26.14) Where published information has been used, please provide a reference

Arcadis Annual Integrated Report 2025 (pages 76 and 77).

[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☒ Customer base is too large and diverse to accurately track emissions to the customer level

(7.27.2) Please explain what would help you overcome these challenges

We provide our clients with engineering, design and consultancy services in diverse countries, regions, and markets. One client request might involve colleagues from multiple offices within a country or even from multiple different countries. In addition, we have a large, global group of colleagues working in support roles like human resources, project assistants, client development, marketing and communications, the development of new services and solutions, etc. It is virtually impossible to determine for each and every one of our clients the percentage of these services they have been provided following their request (we have global, regional and local account leads but they may oversee different projects and engage with different teams). Arcadis develops its new and evolving services by monitoring trends and researching new market segments in a highly competitive industry. Without these supporting activities, there is a fair chance we will be unable to fulfill emerging and competitive requests from clients. In order to gather more specific data, we could implement a system where supporting roles also record their hours spent on specific clients. However, we still envision difficulties in obtaining quality, measured data and this effort would likely take an unreasonably large resource pool to fulfill this specific request, and we don't expect a material impact to our overall emissions.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☒ Yes

(7.28.2) Describe how you plan to develop your capabilities

Internally, Arcadis has rolled out a commercial software platform - Non-Financial Reporting (NFR) system - for managing data from all of our offices. The current system of reporting is able to aggregate emissions from regional to global level. As a professional service company, we allocate emissions to revenue to understand the emissions related to our services. We are also improving the data quality of our activity data by replacing estimates with actual consumption data. We have also started calculating emissions for select key projects and engaging with our clients on project emission reductions.

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☒ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: ☒ Yes
Consumption of purchased or acquired electricity	Select from: ☒ Yes
Consumption of purchased or acquired heat	Select from: ☒ Yes
Consumption of purchased or acquired steam	Select from: ☒ No
Consumption of purchased or acquired cooling	Select from: ☒ Yes
Generation of electricity, heat, steam, or cooling	Select from: ☒ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

1407

(7.30.1.3) MWh from non-renewable sources

40957

(7.30.1.5) Total (renewable + non-renewable) MWh

42364.00

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

22823

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

22823.00

Consumption of purchased or acquired heat

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1738

(7.30.1.5) Total (renewable + non-renewable) MWh

1738.00

Consumption of purchased or acquired cooling

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

54

(7.30.1.5) Total (renewable + non-renewable) MWh

54.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

537

(7.30.1.5) Total (renewable + non-renewable) MWh

537.00

Total energy consumption

(7.30.1.2) MWh from renewable sources

24767

(7.30.1.3) MWh from non-renewable sources

42749

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

67516.00

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: ☒ No
Consumption of fuel for the generation of heat	Select from: ☒ Yes
Consumption of fuel for the generation of steam	Select from: ☒ No
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

N.a.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

3033

(7.30.7.7) Comment

Bioethanol for company-owned vehicles.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

N.a.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

No coal used.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

28806

(7.30.7.7) Comment

Oil = Gasoline (petrol) for company-owned vehicles (21142 MWh) and Diesel for company-owned vehicles (for business travel and commuting) (7653 MWh) and LPG for business travel with company-owned vehicles (10.3 MWh).

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

10515

(7.30.7.7) Comment

Natural gas for heating offices.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.7) Comment

N.a.

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

42353

(7.30.7.7) Comment

Sum of bioethanol, natural gas and "oil" (gasoline, diesel and LPG).

[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

55.8

(7.30.9.2) Generation that is consumed by the organization (MWh)

55.8

(7.30.9.3) Gross generation from renewable sources (MWh)

55.8

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

55.8

Heat

(7.30.9.1) Total Gross generation (MWh)

201

(7.30.9.2) Generation that is consumed by the organization (MWh)

201

(7.30.9.3) Gross generation from renewable sources (MWh)

201

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

201

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

281

(7.30.9.2) Generation that is consumed by the organization (MWh)

281

(7.30.9.3) Gross generation from renewable sources (MWh)

281

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

281

[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Andorra

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Angola

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Argentina

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Australia

(7.30.14.1) Consumption of purchased electricity (MWh)

411

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

411.00

Austria

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Bahamas

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Barbados

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Belgium

(7.30.14.1) Consumption of purchased electricity (MWh)

2184

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2184.00

Benin

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Brazil

(7.30.14.1) Consumption of purchased electricity (MWh)

217

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

217.00

Cabo Verde

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Cameroon

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Canada

(7.30.14.1) Consumption of purchased electricity (MWh)

3170

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

376

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3546.00

Chile

(7.30.14.1) Consumption of purchased electricity (MWh)

106

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.14.1) Consumption of purchased electricity (MWh)

711

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

711.00

China, Hong Kong Special Administrative Region

(7.30.14.1) Consumption of purchased electricity (MWh)

296

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

296.00

China, Macao Special Administrative Region

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Colombia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Denmark

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Dominican Republic

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Egypt

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Finland

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

France

(7.30.14.1) Consumption of purchased electricity (MWh)

226

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

226.00

Georgia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.14.1) Consumption of purchased electricity (MWh)

897

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

524

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1421.00

Greece

(7.30.14.1) Consumption of purchased electricity (MWh)

7.06

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.06

Guam

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guatemala

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guernsey

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Honduras

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Iceland

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

India

(7.30.14.1) Consumption of purchased electricity (MWh)

1015

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1015.00

Indonesia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ireland

(7.30.14.1) Consumption of purchased electricity (MWh)

336

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

336.00

Isle of Man

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Israel

(7.30.14.1) Consumption of purchased electricity (MWh)

5.6

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.60

Italy

(7.30.14.1) Consumption of purchased electricity (MWh)

52.1

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

17

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

69.10

Jamaica

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Japan

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Jersey

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Jordan

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Korea (The Republic of)

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Luxembourg

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Malaysia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Mexico

(7.30.14.1) Consumption of purchased electricity (MWh)

4.31

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4.31

Monaco

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Mongolia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Morocco

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.14.1) Consumption of purchased electricity (MWh)

2710

(7.30.14.2) Consumption of self-generated electricity (MWh)

56

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

267

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

481

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3514.00

New Zealand

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Norway

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Panama

(7.30.14.1) Consumption of purchased electricity (MWh)

0.94

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.94

Peru

(7.30.14.1) Consumption of purchased electricity (MWh)

4.44

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4.44

Philippines

(7.30.14.1) Consumption of purchased electricity (MWh)

918

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

918.00

Poland

(7.30.14.1) Consumption of purchased electricity (MWh)

99.7

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

114

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

213.70

Portugal

(7.30.14.1) Consumption of purchased electricity (MWh)

5.61

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.61

Puerto Rico

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Qatar

(7.30.14.1) Consumption of purchased electricity (MWh)

143

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

143.00

Romania

(7.30.14.1) Consumption of purchased electricity (MWh)

103

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

494

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

597.00

Saint Lucia

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Saint Vincent and the Grenadines

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Saudi Arabia

(7.30.14.1) Consumption of purchased electricity (MWh)

12

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

12.00

Serbia

(7.30.14.1) Consumption of purchased electricity (MWh)

4.99

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4.99

Singapore

(7.30.14.1) Consumption of purchased electricity (MWh)

1.59

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.59

South Africa

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.14.1) Consumption of purchased electricity (MWh)

38.4

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

38.40

Sweden

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Switzerland

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Thailand

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Trinidad and Tobago

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Türkiye

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United Arab Emirates

(7.30.14.1) Consumption of purchased electricity (MWh)

44.9

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

44.90

United Kingdom

(7.30.14.1) Consumption of purchased electricity (MWh)

678

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

678.00

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

8427

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

1

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

8428.00

Uruguay

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ China, Hong Kong Special Administrative Region

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

329

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GEC [China]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 2

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ China

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

770

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GEC [China]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ India

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1381

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ India

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Philippines

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Geothermal

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1324

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Philippines

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1979

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 5

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Singapore

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Singapore

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 6**(7.30.15.1) Country/area of electricity consumption**

Select from:

☒ China, Macao Special Administrative Region

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GEC [China]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ China

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 7

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Australia

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

219

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ LGC [Australia]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Australia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 8

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Greece

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

14

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 9

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Germany

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

766

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2001

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 10

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Switzerland

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 11

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Netherlands

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Sustainable biomass

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

2977

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2009

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 12

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Poland

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

106

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Poland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 13

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Belgium

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1896

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 14

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ France

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

80

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 15

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Italy

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

20

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 16

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Portugal

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 17

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Spain

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

61

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 18**(7.30.15.1) Country/area of electricity consumption**

Select from:

☒ Romania

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

184

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 19

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Kingdom

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Offshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

(7.30.15.6) Energy attribute certificate (EAC) tracking system used*Select from:*☒ REGO [UK]**(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute***Select from:*☒ United Kingdom**(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?***Select from:*☒ Yes**(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2019

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 20**(7.30.15.1) Country/area of electricity consumption***Select from:*☒ Ireland**(7.30.15.2) Sourcing method**

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

387

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 21

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Serbia

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

24

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ GO [Europe]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Norway

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 22

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Chile

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

75

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Chile

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 23

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Brazil

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

336

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Brazil

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 24

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Panama

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Panama

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 25

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Peru

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Hydropower (capacity unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

18

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Peru

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2012

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 26

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Israel

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Wind (technology type unknown)

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

9

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Israel

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 27

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Saudi Arabia

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

18

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Saudi Arabia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2024

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 28

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Qatar

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

151

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Arab Emirates

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 29

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Arab Emirates

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

58

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Arab Emirates

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 30

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Canada

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3751

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Canada

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 31

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United States of America

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

10435

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ REC [US and Canada]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United States of America

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 32

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Mexico

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

12

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Mexico

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

(7.30.15.14) Comment

Besides covering the office electricity (plus a few % more as buffer), these certificates also cover electricity for working from home and in countries where applicable, for business travel with private or company-owned EVs, as well as commuting with EVs.

Row 33

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Trinidad and Tobago

(7.30.15.2) Sourcing method

Select from:

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Onshore wind

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ I-REC [International]

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Brazil

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.15.14) Comment

We don't have an office in this country, but these certificates cover the estimated electricity for working from home.

Row 34

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Australia

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

295

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Australia

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 35

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Germany

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

469

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Germany

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 36

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Netherlands

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

(7.30.15.6) Energy attribute certificate (EAC) tracking system used*Select from:*☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf**(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute***Select from:*☒ Netherlands**(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?***Select from:*☒ No**(7.30.15.14) Comment***We have a direct supplier contract to purchase 100% renewable electricity for this consumption.***Row 37****(7.30.15.1) Country/area of electricity consumption***Select from:*☒ Poland**(7.30.15.2) Sourcing method***Select from:*☒ Retail supply contract with an electricity supplier (retail green electricity)**(7.30.15.3) Low-carbon technology type**

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

28

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Poland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 38

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Belgium

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

434

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Belgium

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 39

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ France

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

190

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ France

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 40

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Italy

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

49.5

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Italy

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 41

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Portugal

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

5.61

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Portugal

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 42

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ United Kingdom

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

619

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ United Kingdom

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 43

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Ireland

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Ireland

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 44

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Brazil

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

110

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Brazil

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 45

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Chile

(7.30.15.2) Sourcing method

Select from:

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☒ Renewable electricity mix, please specify :Direct supplier contract for 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

106

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☒ Chile

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.

Row 46

(7.30.15.1) Country/area of electricity consumption

Select from:

☒ Peru

(7.30.15.2) Sourcing method

Select from:

- ☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

- ☒ Renewable electricity mix, please specify :Direct supplier contract to purchase 100% renewable electricity.

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

- ☒ No EACs redeemed, retired, or cancelled by your organization or on its behalf

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

- ☒ Peru

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

- ☒ No

(7.30.15.14) Comment

We have a direct supplier contract to purchase 100% renewable electricity for this consumption.
[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00000194

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

9500

(7.45.3) Metric denominator

Select from:

☒ unit total revenue

(7.45.4) Metric denominator: Unit total

4875000000

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

9

(7.45.7) Direction of change

Select from:

☒ Increased

(7.45.8) Reasons for change

Select all that apply

☒ Change in revenue

☒ Other, please specify :Emissions increase (+6%) due to conservative estimations for the preliminary footprint which was published before actual data became available.

(7.45.9) Please explain

Gross revenue decrease (-2%) and emissions increase (+6%) due to conservative estimations for the preliminary footprint which was published before actual data became available. Actual final activity data then resulted in lower emissions and the resulting actual decrease will be published in the next annual report.

Row 2

(7.45.1) Intensity figure

0.296

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

9500

(7.45.3) Metric denominator

Select from:

☒ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

32061

(7.45.5) Scope 2 figure used

Select from:

☒ Market-based

(7.45.6) % change from previous year

13

(7.45.7) Direction of change

Select from:

☒ Increased

(7.45.8) Reasons for change

Select all that apply

☒ Other, please specify :FTE decrease (-6%) and emissions increase (+6%) due to conservative estimations for the preliminary footprint which was published before actual data became available.

(7.45.9) Please explain

FTE decrease (-6%) and emissions increase (+6%) due to conservative estimations for the preliminary footprint which was published before actual data became available. Actual final activity data then resulted in lower emissions and the resulting actual decrease will be published in the next annual report.

[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☒ Other, please specify :EVs

(7.52.2) Metric value

43

(7.52.3) Metric numerator

% of fleet vehicles that are EVs

(7.52.4) Metric denominator (intensity metric only)

N/A

(7.52.5) % change from previous year

23

(7.52.6) Direction of change

Select from:

☒ Increased

(7.52.7) Please explain

We track fleet electrification as an additional climate-related operational metric. EVs comprised 43% of our fleet by end-2025, up from 35% in 2024. This reflects our shift to electric vehicles. The transition progress differs per operating region, from 0% to 78%.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☒ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Arcadis - Net-Zero Approval Letter - Wednesday, 21 August 2024_compressed.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

11/15/2023

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Market-based

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

13290

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

12900

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

26190.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2029

(7.53.1.55) Targeted reduction from base year (%)

71

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

7595.100

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

9240

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

260

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

9500.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

89.76

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This is our SBTi-approved near-term target for 2029 and covers our Scope 1 and 2 (market-based) emissions (-71% vs 2019). Our scope 1 includes emissions from our company owned vehicles (purchased or leased for > 6 months) fuel consumptions and our stationary energy consumption at the offices (e.g., natural gas for heating) as well as emissions from refrigerants due to releases from air conditioners. Our scope 2 includes our office's electricity and district heating, as well as our company owned vehicles' electricity.

(7.53.1.83) Target objective

Reduce our absolute emissions to be in line with global decarbonization pathways.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

We will continue to transition our company fleet to electric vehicles and purchase renewable electricity and biogas for our offices. More details: 1. Transitioning our fleet to electric vehicles is expected to significantly reduce our current fleet emissions, bringing them close to zero. This transition alone will result in a reduction of approximately 6,400 tCO₂e, which accounts for around 71% of our combined scope 1 and scope 2 (market-based) emissions. Currently transitioned 43% at YE 2025. 2. Additionally, shifting from natural gas to electricity or biogas for heating purposes will further help in reducing emissions. This transition is estimated to decrease our emissions by approximately 2,200 tCO₂e, which currently represents about 25% of our combined scope 1 and scope 2 (market-based) emissions. 3. We will continue to purchase Renewable Energy Certificates (RECs) to cover 100% of the electricity consumed by our offices and electric vehicle fleet. This proactive approach will enable us to maintain our progress in reducing scope 2 emissions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 2

(7.53.1.1) Target reference number

Select from:

☒ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Arcadis - Net-Zero Approval Letter - Wednesday, 21 August 2024_compressed.pdf

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

11/15/2023

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

- ☒ Carbon dioxide (CO2)
- ☒ Perfluorocarbons (PFCs)
- ☒ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- | | |
|--|---|
| ☒ Scope 3, Category 2 – Capital goods | ☒ Scope 3, Category 4 – Upstream transportation and distribution |
| ☒ Scope 3, Category 6 – Business travel
Scope 1 or 2) | ☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in |
| ☒ Scope 3, Category 7 – Employee commuting | |
| ☒ Scope 3, Category 1 – Purchased goods and services | |
| ☒ Scope 3, Category 5 – Waste generated in operations | |

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

222000

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

4000

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

0

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

3000

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

46000

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

17000

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

292000.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

292000.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2029

(7.53.1.55) Targeted reduction from base year (%)

45

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

160600.000

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

231500

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

6400

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

4200

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

1300

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

200

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

27200

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

9600

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

280400.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

280400.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

8.83

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This is our SBTi-approved near-term target for 2029 and covers our Scope 3 emissions (-45% vs 2019). Our scope 3 includes all categories which are relevant to us (categories 1 to 7).

(7.53.1.83) Target objective

Reduce our absolute emissions to be in line with global decarbonization pathways.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

To achieve scope 3 emissions reductions, we have developed short-term travel emission reduction targets, deployed travel carbon budgets and implemented company-wide measures, e.g., to promote land travel and reduce air travel. This led to a reduction of business travel emissions of 21% versus 2024. We have also developed a net-zero supply chain tool for better documentation and engagement with our suppliers on emissions reduction. More details: We are also implementing more globally consistent waste reduction and recycling measures, as well as working with suppliers via a third-party supply chain program to report their emissions to us to further improve scope 3 data quality.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 3

(7.53.1.1) Target reference number

Select from:

☒ Abs 5

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

(7.53.1.4) Target ambition

Select from:

☒ 1.5°C aligned

(7.53.1.5) Date target was set

09/29/2021

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

13290

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

12900

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

26190.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2035

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

2619.000

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

9240

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

260

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

9500.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

70.81

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This is our SBTi-approved Net Zero target for the year 2035 and covers our combined Scope 1 + 2 (market-based) emissions (-90% vs 2019).

(7.53.1.83) Target objective

Reduce our absolute emissions to be in line with global decarbonization pathways.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

We will continue to transition our company fleet to electric vehicles and purchase renewable electricity and biogas for our offices. More details: 1. Transitioning our fleet to electric vehicles is expected to significantly reduce our current fleet emissions, bringing them close to zero. This transition alone will result in a reduction of approximately 6,400 tCO₂e, which accounts for around 71% of our combined scope 1 and scope 2 (market-based) emissions. Currently transitioned 43% at YE 2025. 2. Additionally, shifting from natural gas to electricity or biogas for heating purposes will further help in reducing emissions. This transition is estimated to decrease our emissions by approximately 2,200 tCO₂e, which currently represents about 25% of our combined scope 1 and scope 2 (market-based) emissions. 3. We will continue to purchase Renewable Energy Certificates (RECs) to cover 100% of the electricity consumed by our offices and electric vehicle fleet. This proactive approach will enable us to maintain our progress in reducing scope 2 emissions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

Row 4

(7.53.1.1) Target reference number

Select from:

☒ Abs 6

(7.53.1.2) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

(7.53.1.4) Target ambition

Select from:

- ☒ 1.5°C aligned

(7.53.1.5) Date target was set

09/29/2021

(7.53.1.6) Target coverage

Select from:

- ☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- | | |
|---|---|
| ☒ Methane (CH ₄) | ☒ Sulphur hexafluoride (SF ₆) |
| ☒ Nitrous oxide (N ₂ O) | ☒ Nitrogen trifluoride (NF ₃) |
| ☒ Carbon dioxide (CO ₂) | |
| ☒ Perfluorocarbons (PFCs) | |
| ☒ Hydrofluorocarbons (HFCs) | |

(7.53.1.8) Scopes

Select all that apply

- ☒ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- | | |
|---|--|
| ☒ Scope 3, Category 2 – Capital goods | ☒ Scope 3, Category 4 – Upstream transportation and distribution |
|---|--|

☒ Scope 3, Category 6 – Business travel
Scope 1 or 2)

☒ Scope 3, Category 7 – Employee commuting

☒ Scope 3, Category 1 – Purchased goods and services

☒ Scope 3, Category 5 – Waste generated in operations

☒ Scope 3, Category 3 – Fuel- and energy- related activities (not included in

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

222000

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

4000

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

0

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

3000

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

46000

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

17000

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

292000.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

292000.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2035

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

29200.000

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

231500

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

6400

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

4200

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

1300

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

200

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

27200

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

9600

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

280400.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

280400.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

4.41

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This is our SBTi-approved Net Zero target for the year 2035 and covers our Scope 3 emissions (-90% vs 2019). Our scope 3 includes all categories which are relevant to us (categories 1 to 7).

(7.53.1.83) Target objective

Reduce our absolute emissions to be in line with global decarbonization pathways.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

To achieve scope 3 emissions reductions, we have developed short-term travel emission reduction targets, deployed travel carbon budgets and implemented company-wide measures, e.g., to promote land travel and reduce air travel. This led to a reduction of business travel emissions of 21% versus 2024. We have also developed a net-zero supply chain tool for better documentation and engagement with our suppliers on emissions reduction. More details: We are also implementing more globally consistent waste reduction and recycling measures, as well as working with suppliers via a third-party supply chain program to report their emissions to us to further improve scope 3 data quality.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☒ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☒ Targets to increase or maintain low-carbon energy consumption or production

☒ Net-zero targets

☒ Other climate-related targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☒ Low 1

(7.54.1.2) Date target was set

09/29/2021

(7.54.1.3) Target coverage

Select from:

☒ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☒ Electricity

(7.54.1.5) Target type: activity

Select from:

☒ Consumption

(7.54.1.6) Target type: energy source

Select from:

☒ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/30/2019

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

46357

(7.54.1.9) % share of low-carbon or renewable energy in base year

9

(7.54.1.10) End date of target

12/31/2025

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.13) % of target achieved relative to base year

100.00

(7.54.1.14) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.54.1.16) Is this target part of an emissions target?

Yes

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

The target covers all our offices globally.

(7.54.1.20) Target objective

Reduce our Scope 2 (market-based) emissions.

(7.54.1.22) List the actions which contributed most to achieving this target

This is how we achieved 100% renewable electricity for 2025: For 16% of our office electricity, we have direct supplier contracts for 100% renewable electricity. For the remaining 84% of our office electricity consumption, we purchased renewable electricity certificates (EACs such as RECs, iRECs, GOs, etc.) in accordance with the GHG Protocol requirements for scope 2 market-based emissions accounting.

[Add row]

(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.

Row 1

(7.54.2.1) Target reference number

Select from:

☒ Oth 1

(7.54.2.2) Date target was set

12/30/2014

(7.54.2.3) Target coverage

Select from:

☒ Country/area/region

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Renewable fuel consumption

☒ Percentage of total fuel consumption that is from renewable sources

(7.54.2.7) End date of base year

12/31/2014

(7.54.2.8) Figure or percentage in base year

42

(7.54.2.9) End date of target

12/31/2022

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

100

(7.54.2.12) % of target achieved relative to base year

100.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.54.2.15) Is this target part of an emissions target?

Yes, it helped to achieve "Abs1".

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

This is a country-level target for the Netherlands and covers our Dutch operations. Arcadis Netherlands has set the target to purchase electricity from 100% renewable sources.

(7.54.2.19) Target objective

To achieve "Abs1"

(7.54.2.21) List the actions which contributed most to achieving this target

Purchasing renewable electricity via direct contracts and where not possible, purchasing renewable energy certificates (GO's from the Netherlands).

Row 2

(7.54.2.1) Target reference number

Select from:

☒ Oth 2

(7.54.2.2) Date target was set

09/20/2019

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Low-carbon vehicles

☒ Percentage of low-carbon vehicles in company fleet

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

0.0

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

43

(7.54.2.12) % of target achieved relative to base year

43.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ Underway

(7.54.2.15) Is this target part of an emissions target?

Yes, it is part of our "Abs2" target, as this helps reduce our scope 1 emissions.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ EV100

(7.54.2.18) Please explain target coverage and identify any exclusions

This target covers our entire fleet of company-owned vehicles, which also includes long-term hired cars (>6 months). The baseline value (given as 0 %) and the percentage in reporting year (43%) have been calculated based on surveying the operating countries in the context of our net zero reduction models (for the 2019 baseline) and in the context of our electric vehicle transition initiative.

(7.54.2.19) Target objective

Reduce our scope 1 emissions

(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year

Continue the transition to EVs for all of our company fleet. We are working together with the fleet managers and human resources directors in each country to achieve this target.

Row 3

(7.54.2.1) Target reference number

Select from:

☒ Oth 3

(7.54.2.2) Date target was set

09/29/2021

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Renewable fuel consumption

☒ Percentage of total fuel consumption that is from renewable sources

(7.54.2.7) End date of base year

12/31/2019

(7.54.2.8) Figure or percentage in base year

13.0

(7.54.2.9) End date of target

12/31/2022

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

100

(7.54.2.12) % of target achieved relative to base year

100.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.54.2.15) Is this target part of an emissions target?

Yes, it is part of our "Abs2" target, as it helps to reduce our scope 2 emissions.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

Our global target to purchase of 100% renewable electricity by 2022 covers every Arcadis office globally. We achieved this target every year since 2022 and also in the reporting year 2025. Beyond this target scope, we also purchase renewable electricity certificates for the electricity consumption of our electric company-owned/leased vehicles, electric private vehicles used for business travel and commuting, as well as for the electricity for working from home (workstations and lighting).

(7.54.2.19) Target objective

Reduce our scope 2 emissions

(7.54.2.21) List the actions which contributed most to achieving this target

Purchasing renewable electricity via direct contracts and where not possible, purchasing renewable energy certificates (EACs such as GO's, RECs, iRECs, etc.).

Row 4

(7.54.2.1) Target reference number

Select from:

☒ Oth 4

(7.54.2.2) Date target was set

09/29/2019

(7.54.2.3) Target coverage

Select from:

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

(7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Energy productivity

☒ Other, energy productivity, please specify :Offsetting our Carbon Footprint

(7.54.2.7) End date of base year

12/31/2008

(7.54.2.8) Figure or percentage in base year

0.0

(7.54.2.9) End date of target

12/31/2030

(7.54.2.10) Figure or percentage at end of date of target

100

(7.54.2.11) Figure or percentage in reporting year

100

(7.54.2.12) % of target achieved relative to base year

100.0000000000

(7.54.2.13) Target status in reporting year

Select from:

☒ Achieved and maintained

(7.54.2.15) Is this target part of an emissions target?

No.

(7.54.2.16) Is this target part of an overarching initiative?

Select all that apply

☒ No, it's not part of an overarching initiative

(7.54.2.18) Please explain target coverage and identify any exclusions

In 2019, Arcadis set this target of purchase of offsets by 2030. As an interim measure on the way to "net zero", we have set this target to buy carbon offsets for 100% of our own operations' emissions (scope 1 + 2), and since the year 2022, additionally for parts of our indirect emissions (scope 3 categories 2 through 7) for all of Arcadis globally.

(7.54.2.19) Target objective

Offset our emissions by investing in projects that mitigate climate change.

(7.54.2.21) List the actions which contributed most to achieving this target

Purchasing offsets. The majority of the credits we purchased and retired for our 2025 emissions came from the "Los Riscales" project in Colombia, which is a forest conservation (REDD) project. See more details in our answer to question 7.79.

[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☒ NZ1

(7.54.3.2) Date target was set

09/29/2021

(7.54.3.3) Target Coverage

Select from:

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☒ Abs2

☒ Abs3

☒ Abs5

☒ Abs6

(7.54.3.5) End date of target for achieving net zero

12/31/2035

(7.54.3.6) Is this a science-based target?

Select from:

☒ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Arcadis - Net-Zero Approval Letter - Wednesday, 21 August 2024_compressed.pdf

(7.54.3.8) Scopes

Select all that apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

- | | |
|---|---|
| ☒ Methane (CH ₄) | ☒ Sulphur hexafluoride (SF ₆) |
| ☒ Nitrous oxide (N ₂ O) | ☒ Nitrogen trifluoride (NF ₃) |
| ☒ Carbon dioxide (CO ₂) | |
| ☒ Perfluorocarbons (PFCs) | |
| ☒ Hydrofluorocarbons (HFCs) | |

(7.54.3.10) Explain target coverage and identify any exclusions

All scopes covered, and all our operations in all countries. Only excluded are emissions related to working from home and from hotel stays, in line with SBTi's requirements.

(7.54.3.11) Target objective

Reducing GHG emissions in line with the 1.5 Degrees trajectory of the Paris agreement

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

- ☒ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

- ☒ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☒ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

To reach our net zero target in 2035, we plan to neutralize our residual GHG emissions (after an approximately 90-95% GHG emissions reduction) and therefore in early 2023 started investing in and supporting a reforestation project in India that will generate carbon removal credits with our partners from Fair Climate Fund.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

We invested in a reforestation project in India that will generate carbon removal credits with our partners from Fair Climate Fund. The project now is certified under the Plan Vivo Standard: <https://www.planvivo.org/projects/restoration-of-barren-uplands-india>

(7.54.3.17) Target status in reporting year

Select from:

☒ Underway

(7.54.3.19) Process for reviewing target

Annual footprint calculations to track progress against the target, including disclosing the amount of retired carbon credits.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☒ Yes

[Fixed row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO₂e savings.

	Number of initiatives	Total estimated annual CO ₂ e savings in metric tonnes CO ₂ e
Under investigation	0	
To be implemented	0	0
Implementation commenced	0	0
Implemented	4	7180
Not to be implemented	0	

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

7170

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

For Arcadis globally, we continued the purchase of renewable electricity in 2025 which reduced our market-based scope 2 emissions by 7,170 MT CO₂e. This amount is equal to the location-based emissions from the electricity consumption in our offices as well as in our electric company-owned vehicles in 2025 for which we purchased renewable energy via direct contracts or via energy attribute certificates (EACs) and can therefore report a significantly lower market-based scope 2 footprint. The monetary investment for this is confidential.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

0

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

100000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

420000

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 6-10 years

(7.55.2.9) Comment

Our EV transition is a global measure and contributed to scope 1 reductions of about XXX tCO₂e globally.

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Business travel policy

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

5

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

Our "Air to Rail" initiative in China reduced our business travel emissions (scope 3 category 6) by around 5 tCO₂e in 2025.

Row 4

(7.55.2.1) Initiative category & Initiative type

Transportation

☒ Business travel policy

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

5

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

☒ Scope 2 (location-based)

☒ Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☒ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ Ongoing

(7.55.2.9) Comment

An example from a local initiative in Chile with smaller savings: From April to December 2025, the electric vehicle service provided by E-MOV was used in Chile instead of ICE vehicles, with a total of 840 trips completed during the year. As a result, a total of 5,029 kg CO₂e emissions were avoided in 2025. The corresponding certificates from E-MOV and MUV are available upon request. It is assumed that there no significant additional monetary saving or investment linked to this initiative.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Employee engagement

(7.55.3.2) Comment

In 2025, we continued implementing several awareness-raising activities including a Global "EV transition webinar" to educate employees about our EV transition and let EV drivers tell about their experience driving an EV for business travel. We also did country-specific activities around "World Earth Day" on April 22nd and "World Environment Day" on June 5th with various topics related to sustainability. Also, we launched additional modules in our interactive online training called "Sustain Abilities" in more available languages, which is available for all employees.

Row 2

(7.55.3.1) Method

Select from:

☒ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

FY25 budget included funding for our partners like Sphera and Thrust Carbon for emissions monitoring and for the deployment of our internal travel carbon budgets.

Row 4

(7.55.3.1) Method

Select from:

☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

In 18 of 21 countries (86%), we are certified according to ISO 14001 (and in a few also ISO 50001) and have dedicated budget to maintain our EMS certification and improve our environmental performance. The scope of this KPI (% of countries with ISO 14001 certification) includes all countries with relevant operations (>€1M in annual revenue) and a relevant number of employees (>50 FTE).

Row 5

(7.55.3.1) Method

Select from:

☒ Internal incentives/recognition programs

(7.55.3.2) Comment

For example, we provide financial incentives for employees to invest in private EV chargers, for example in Germany, employees that install an EV charger AND ensure charging with renewable electricity, are eligible for a financial contribution to their investment.

[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☒ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☒ The EU Taxonomy for environmentally sustainable economic activities

(7.74.1.3) Type of product(s) or service(s)

Other

☒ Other, please specify

(7.74.1.4) Description of product(s) or service(s)

Arcadis provides a variety of engineering and design services for our clients to help them “improve quality of life”. In our projects, we work on solving some of the biggest issues facing our world, such as sustainability, urbanization, and climate change. Often the solutions enable our clients’ GHG emissions to be reduced or address the physical risks associated with climate-related issues and ensure they meet regulatory requirements. In our Resilience Business area, we assist clients in developing climate strategies and inventories for quantifying and addressing emission sources. In many cases, this involves switching to cleaner sources of energy and improving the efficiency of industrial processes. In our Places Business area, we provide our clients with energy efficiency expertise and sustainable design of buildings in accordance with LEED and other sustainable design concepts. Providing renewable energy expertise and design services helps our clients move to more sustainable energy sources for their processes. At present, Arcadis quantifies avoided emissions within specific projects. We note that our services do not necessarily fit the CDP taxonomy for low-carbon products and services as these are geared toward single-type services or financial offerings. Arcadis does not produce any physical goods, although our work may be applied to making our clients’ products more sustainable and may lead to avoided emissions. For some projects, we are estimating avoided emissions.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☒ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

4

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

☒ Afforestation

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

The Tambopata project is an internationally recognised biodiversity hotspot in the Peruvian Amazon, in the Madre de Dios region. Here, the lush tropical rainforests provide habitat for an incredible variety of rare and endangered wildlife including the giant otter, blue-headed macaw and jaguar. This project is creating an economic buffer zone around a 591,951 hectare forest. The smallholder farmer COOPASER cooperative that has been created is providing technical assistance, infrastructure for post-harvest management, quality control, and a route to market, helping local farmers with the transition to sustainable cacao production in agroforestry systems.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

14362

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2010

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Standardized Approaches

☒ Other, please specify :VCS VT0001 tool "Tool for the demonstration and assessment of additionality for VCS project activities in Agriculture, Forestry and Other Land Use" (AFOLU) Version 3.0.

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ Monitoring and compensation

☒ Other, please specify :1) Buffer pools within Certification Standard mitigates risk of reversal. 2) Collaboration with local communities reduces risks of reversal (CCB Standard).

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Other, please specify :Accounted for within VCS project design and monitoring & verification

(7.79.1.13) Provide details of other issues the selected program requires projects to address

In addition to addressing climate change, the program also addresses social and biodiversity issues and adheres to the "Climate, Community and Biodiversity" Standards (<https://verra.org/programs/ccbs>) which are supporting land use projects in addressing climate change, benefitting local communities and smallholders, and conserving biodiversity.

(7.79.1.14) Please explain

The VCU Serial Number of our certificate for these 14,362 credits is: 12279-398486376-398500737-VCS-VCU-261-VER-PE-14-1067-01072010-30062011-1

Row 2

(7.79.1.1) Project type

Select from:

☒ Clean cookstove distribution

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

The Biogas Kenya project is to provide biogas cooking solutions for households across Kenya. Cooking in Kenya is mainly done with wood and charcoal which cause air pollution and global warming. The project aims to provide a clean way of cooking with biogas that improves living conditions and helps prevent the negative effects of climate change.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

12215

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2016

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☒ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Other, please specify :In the project, leakage has been taken into account in line with the methodology, by a 10% default of the maximum methane producing potential of the manure fed into the management system implemented by the project activity.

(7.79.1.13) Provide details of other issues the selected program requires projects to address

In addition to addressing climate change, the project also provides other benefits from food and health, social, and economic aspects.
<https://fairclimatefund.nl/en/projects/kenya-clean-cooking-on-biogas/>

(7.79.1.14) Please explain

The serial number of the certificate for these 7,000 credits is: GS1-1-KE-GS2750-4-2016-28403-284-7283 The project is registered on Gold Standard (GS) under the methodology GS TPDDTEC v 1. and in line with the Clean Development Mechanism (CDM) and GS requirements. More detailed comments on leakage: In the project leakage has been taken into account in line with the methodology, by a 10% default of the maximum methane producing potential of the manure fed into the management system implemented by the project activity. The potential for leakage is considered very low, according to the registered Voluntary Project Activity design document and verification of the monitoring report (VVB assessment, considering multiple potential sources of leakage including methane emissions from manure handling).

Row 3

(7.79.1.1) Project type

Select from:

☒ Afforestation

(7.79.1.2) Type of mitigation activity

Select from:

☒ Emissions reduction

(7.79.1.3) Project description

The "Los Riscals" project is located in the Chocó biogeographic region, verified under VERRA's VCS standard and combines effective climate mitigation with genuine community empowerment. Here, the Afro-Colombian community of Nuquí is reforesting and leading the conservation of forests and mangrove ecosystems. These actions strengthen local livelihoods by promoting a sustainable economy and generating direct benefits for communities through responsible forest management.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

33738

(7.79.1.5) Purpose of retirement

Select from:

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☒ Yes

(7.79.1.7) Vintage of credits at retirement

2014

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☒ VCS/Verra (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☒ Standardized Approaches

☒ Other, please specify :VCS VT0001 tool "Tool for the demonstration and assessment of additionality for VCS project activities in Agriculture, Forestry and Other Land Use" (AFOLU) Version 3.0

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☒ Monitoring and compensation

☒ Other, please specify :1) Buffer pools within Certification Standard mitigates risk of reversal. 2) Collaboration with local communities reduces risks of reversal (CCB Standard)

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☒ Other, please specify :Accounted for within VCS project design and monitoring & verification.

(7.79.1.13) Provide details of other issues the selected program requires projects to address

In addition to addressing climate change, the program also addresses social and biodiversity issues and adheres to the "Climate, Community and Biodiversity" Standards (<https://verra.org/programs/ccbs>) which are supporting land use projects in addressing climate change, benefitting local communities and smallholders, and conserving biodiversity.

(7.79.1.14) Please explain

The VCU Serial Number of our certificate for these 33,738 credits is: 19199-931562226-931595963-VCS-VCU-576-VER-CO-14-1806-01042014-31122014-0
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Education & awareness

☒ Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☒ Yes, we use indicators	Select all that apply ☒ State and benefit indicators ☒ Pressure indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Not assessed

(11.4.2) Comment

Assessment done with the WWF Biodiversity Risk Filter (BRF). The risk scores did not demonstrate any high risk scores over 3.4 (on a scale of 0 to 5) related to sensitive locations for any Arcadis site analyzed. However, some sites scores between 2.9 and 3.3 and are flagged for future monitoring. In the spatial assessment approach of the WWF BRF, locations are assigned to assessment units on the map (terrestrial area). Risk scores are based on average values and percentage overlap for the assessment unit. Assessment units can correspond to protected areas, conservation areas, large areas corresponding with water basins, etc. However, the exact distance or proximity of the Arcadis site to the biodiversity area is not assessed.

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☒ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

- ☒ Waste data
- ☒ Renewable fuel consumption
- ☒ Fuel consumption
- ☒ Electricity/Steam/Heat/Cooling generation

- ☒ Restated emissions
- ☒ Base year emissions
- ☒ Progress against targets
- ☒ Renewable Electricity/Steam/Heat/Cooling consumption
- ☒ Year on year change in absolute emissions (Scope 1 and 2)
- ☒ Electricity/Steam/Heat/Cooling consumption
- ☒ Renewable Electricity/Steam/Heat/Cooling generation
- ☒ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

General standards

- ☒ Other general verification standard, please specify :Dutch Standard 3810N Assurance-opdrachten inzake duurzaamheidsverslaggeving (Assurance engagements relating to sustainability reporting) which is a specified Dutch standard that is based on the International Standard on Assurance Engagements 3000

(13.1.1.4) Further details of the third-party verification/assurance process

Limited assurance engagement was conducted on the Sustainability Statement of the 2025 Annual Integrated Report. The statement includes Arcadis N.V. and its subsidiaries. The limited assurance engagement was conducted in accordance with Dutch law, including the Dutch Standard 3810N 'Assuranceopdrachten inzake duurzaamheidsverslaggeving' (assurance engagements relating to sustainability reporting), which is a specified Dutch Standard that is based on the International Standard on Assurance Engagements (ISAE) 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information'. The conclusion of the limited assurance was that: "Based on the procedures performed and the assurance evidence obtained, nothing has come to our attention that causes us to believe that the sustainability statement is not, in all material respects, • prepared in accordance with the European Sustainability Reporting Standards (ESRS) as adopted by the European Commission and in accordance with the double materiality assessment process carried out by the company to identify the information reported pursuant to the ESRS; and• compliant with the reporting requirements provided for in Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

arcadis-annual-integrated-report-2025 (3).pdf
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Executive Officer

(13.3.2) Corresponding job category

Select from:

☒ Chief Executive Officer (CEO)

[Fixed row]

