ARCADIS NEDERLAND B.V. CARBON FOOTPRINT 2025

Board of Directors of Arcadis Nederland B.V., Arnhem

July 9th, 2026

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1 INTRODUCTION AND PRINCIPLES

Arcadis Nederland B.V. (hereinafter: ANL) has been compiling its CO_2 footprint since 2010. In the current reporting year 2025, the CO_2 footprint was calculated at **1.769,8 metric tonnes of CO_2** (tCO_2), marking an **80,6%** decrease since 2010 due to careful planning and active efforts. Compared to the local baseline year 2023, our footprint has decreased by **34,7%** and, compared to the global reference year 2019, our footprint in 2025 has decreased by **60,8%**. Compared to the previous year, 2024, our footprint has decreased by **30,5%** primarily due to additional green electricity purchases. In this report, we will further elaborate on our emissions per scope and activity and explain trends in increased or decreased emissions compared to the both local (2023) and global (2019) baseline years, as well as the previous (2024) year. Firstly, in this chapter, we will briefly explain how the data for the carbon footprint was collected, categorized, and the principles applied. Detailed information on data collection can be found in Appendix B.

1.1 Scope

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

- Scope 1 pertains to direct CO_2 emissions that ANL can directly influence. This includes its own facilities, machinery, and installations where emissions occur directly on-site. Example: ANL has direct influence over the purchase of company vehicles (leased vehicles) and the type of fuel they use. Therefore, leased vehicles running on fossil fuels are part of Scope 1 emissions.
- Scope 2 refers to indirect CO_2 emissions that ANL can indirectly influence, but where the emissions occur at a different location. Example: While ANL has direct influence over the type of leased vehicles provided, it is beyond our control whether colleagues charge their vehicles with green or gray electricity. Since the emissions related to electricity generation occur elsewhere (namely the power plant), the electricity consumption of leased vehicles is part of Scope 2 emissions. The same goes for district heating.
- Scope 3 involves indirect CO_2 emissions over which ANL has no or limited influence. To illustrate: ANL employees have the choice to meet their business mobility needs in various ways, such as using their private car. ANL is responsible for the emissions, but not for the choices made by our employees and the type of cars they drive.

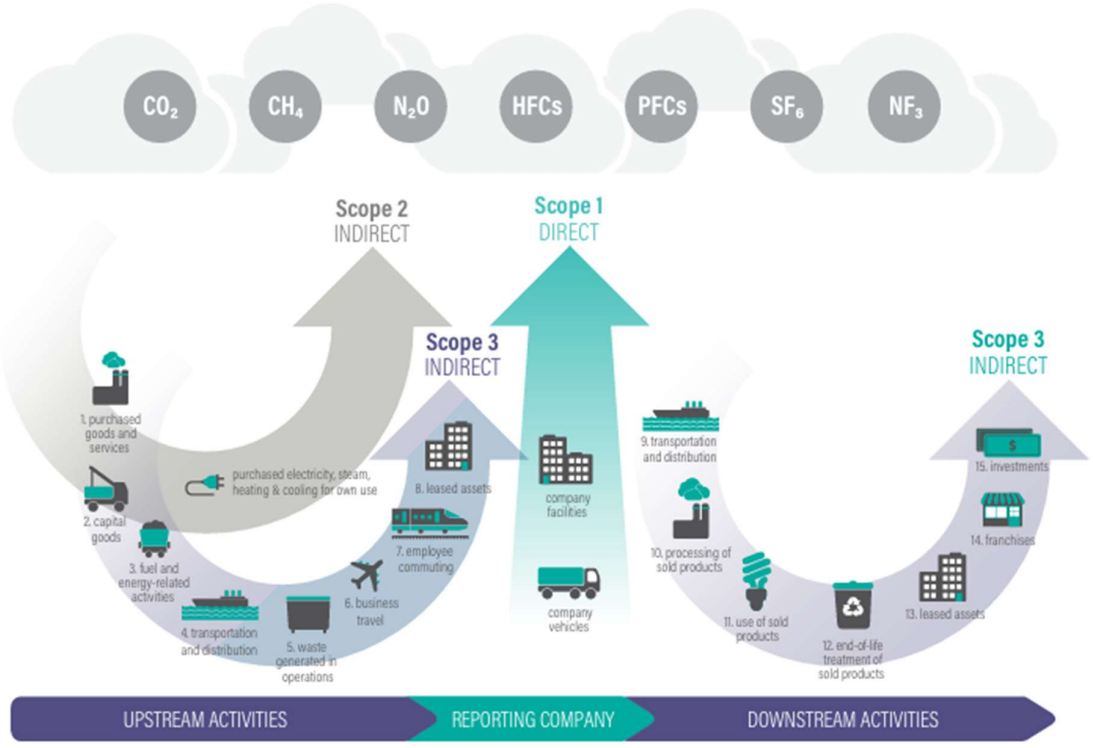


Figure 1 - Division of energy streams across scope 1, 2 and 3

ANL reports ten emission sources in this carbon footprint, which are distributed across the scopes as follows[1]:

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

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

In addition to the above, per CO_2 performance ladder requirements, Other Influenceable Emissions (OIE's)[2] are included within this report, however are considered outside of both the organisation's CO_2 footprint and any directly associated targets.

1.2 Organizational boundaries

This footprint pertains to the organization of Arcadis Nederland B.V. The choice for the starting entity was made based on the GHG Protocol. The "Control approach" was selected, whereby Arcadis Nederland B.V. takes responsibility for 100% of the emissions from business units over which it has operational control. In 2025, the Organizational Boundary of the entity Arcadis Nederland B.V. includes the following organizations, underlying entities, and locations:

Company name/entity, Address, Chamber of Commerce number, and City

- Arcadis Nederland B.V., Piet Mondriaanlaan 26, 3812 GV 09036504 Amersfoort;
- Arcadis Nederland B.V.; Amsterdamseweg 13, 6814 CM 09036504 Arnhem
- Arcadis Nederland B.V., Stationsplein 10, 9401 LB 09036504 Assen;
- Arcadis Nederland B.V., Gustav Mahlerplein 97-103, 1082 MS 09036504 Amsterdam;
- Arcadis Nederland B.V., Fruitlaan 4a, 4462 EP 09036504 Goes;
- Arcadis Nederland B.V., Mercatorplein 1, 5223 LL 09036504 's Hertogenbosch;
- Arcadis Nederland B.V., Nieuwe Steen 3, 1625 HV 09036504 Hoorn;
- Arcadis Nederland B.V., Lübeckplein 34, 8017 JS 09036504 Zwolle;
- Arcadis Nederland B.V., Stationsplein 18d, 6221 BT 09036504 Maastricht;
- Arcadis Nederland B.V., Weena 505, 3013 AL 09036504 Rotterdam;
- Arcadis Nederland B.V., De Hanekampen 8, 9411XM 09036504 Beilen;
- Arcadis Nederland B.V., Zendmastweg 11, 9405 CD Assen (Storage location, outside of KvK boundary); and
- Arcadis Nederland B.V., Kleine Elst 8, 5246 JH Rosmalen (Storage location, outside of KvK boundary).

[1] The scope definition of ANL's carbon footprint is based on the scope diagram from the GHG Protocol Scope 3 Standard (GHP, 2022), which is part of NEN ISO 14064-1. This scope classification differs from the scope distribution used in the CO_2 Performance Ladder handbook.

[2] Since the new handbook (4.0) was published in January 2025, we are also asked to report on other influenceable emissions (OIE's). These are detailed separately at the end of this report, in Chapter 5.6.

1.3 Principles

This section provides a brief, bullet-point overview of the principles applied. A detailed explanation can be found in Appendix B. Before data is collected for calculating the carbon footprint, the "system boundaries" are determined. These boundaries define the framework within which data collection takes place. For the 2025 carbon footprint, the following principles were applied:

- This carbon footprint was prepared in accordance with NEN ISO 14064-1;
- This carbon footprint pertains to the period from January 1, 2025, to December 31, 2025;
- To convert energy data (e.g., in kWh or liters of gasoline) into CO_2 emissions, ANL uses the most recent CO_2 emission factors of the reporting year in accordance with the CO_2 Performance Ladder 4.0 handbook (SKAO, 2025). These emission factors are sourced from: https://www.co2emissiefactoren.nl
- The number of employees in the reporting year is based on the flow (the average) over the reporting year, with reference dates of December 31, 2024, and December 31, 2025. The numbers of employees and FTE on both dates (Dec 31st of 2024 and 2025) are first added up, and then divided by 2 to get the average over the full year period. This includes both ANL's own workforce and contemporary/contingent workers;
- The floor areas of the buildings are reported in accordance with the NEN 2580 methodology;
- The reference year used to compare the results of the current reporting year (2025) is 2023. The global baseline year of 2019 and initial baseline year of 2010, are also referenced for the purposes of comparison in this report;
- The method for generating energy consumption data is explained in detail in Appendix B;
- Refrigerants and cooling systems fall under Scope 1. In this carbon footprint, the impact of refrigerant leakage into the atmosphere has not been included. However, it has been established that ANL does not use the harmful R22 refrigerant and that the organization complies with legal regulations regarding the use of refrigerants. The electricity consumption of the cooling systems, however, has been included;
- Finally, it is important to note the following changes to our locations:
    a. Our Amsterdam Symphony office closed in October 2025

1.4 Uncertainties in the accuracy of results

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

- For some locations of ANL, measurement data is not available for the full period from January 1, 2025, to December 31, 2025. Only at the single-tenant (ST) offices is real-time insight into our performance available;
- In circumstances where we rely on data provided by third parties, we are not always able to receive meter readings from the exact dates of January 1 and December 31 of the year - if meter readings are able to be provided at all. The following offices and storage locations have used historic data to provide estimations for 2025:
    - Electricity estimations have been used for Assen Zendmastweg, Hoorn. Goes. Rosmalen and Zwolle.
    - Gas estimations have been used for Assen Stationsplein, Goes and Hoorn.
    - District heating estimations have been used for Rotterdam and Zwolle.
        - Additionally, for gas at Maastricht, and electricity at Assen Stationsplein, Goes and Maastricht, only part-year data was provided with the remaining portion of the year being estimated.
- To calculate meter readings for the actual and precise period of January 1 to December 31, estimations were made using degree days (for gas or heating consumption), or the number of days (for electricity readings) to approximate the consumption/production over the entire period.
- While this has been escalated to the Global Workplace team with corrective actions (a new data collection process and escalation plan in place for 2026), it is noted that as ANL purchases 100% green electricity, there is no actual impact in emissions. Missing data is corrected in retrospect where possible.
- Since we only have insight into the energy source for charging (lease) cars at our offices with charging stations, the emission factor "electricity: source unknown" was used to calculate the emissions from electric vehicles.
- Additionally, no invoices or reliable measurement data was available for the storage locations at Assen Zendmastweg and Rosmalen. In these cases, like previous years, assumptions about natural gas and/or energy

consumption were made based on invoices from previous years, adjusted using degree days. These are small locations that are under consideration for decommissioning.

- Previously, for office/storage locations using historical data (due to no new invoices or reliable data available), the 2024 electricity and heating/cooling data included an assumption that the energy consumption was reduced by 10% based on reductions observed across other offices. This assumption has been removed from the 2024 data within this carbon footprint report to prevent comparison against skewed results.
- For international travel, data has been collected since 2023 by Arcadis Global B.V. via ThrustCarbon and communicated to ANL. Following our own analysis of this data, it was discovered that in 2023, both Arcadis N.V. and Global B.V. were counted in the organisational boundary, resulting in a significantly higher emissions calculation. Therefore, 2023 and 2024 air emissions have been recalculated to only include emissions from ANL (NL010), as opposed to also including NL100 (Arcadis N.V.) and NL030 (Arcadis Global B.V.) emissions. As 2023 is the Dutch baseline year, the updated emissions for 2023 are also included in this report, to prevent continued overestimations of emissions reduction associated with plane travel. A more detailed overview of the changes in emissions can be found in Table 2.

Table 2 - Flight emissions correction 2023

Flight distance class	Reported CO_2 emission 2023 [tCO_2/yr]	Corrected CO_2 emission 2023 [tCO_2/yr]
< 700 km (short haul)	25,1	43,6
700 - 2,500 km (medium haul)	84,9	105,2
> 2,500 km (long haul)	719,3	424,9
Total (with SAF-reduction)	**664,3**	**408,8**
subtotal	829,3	*573,8*
SAF-reduction	124,5	165,0

- In addition to the above, flight data published in the 2024 carbon footprint did not include Sustainable Aviation Fuel (SAF) reductions as the reduction report was not yet available at the time of publication. The 2024 flight emissions have been corrected to include SAF within this carbon footprint report as per Table 3.

Table 3 - Flight emissions corrections 2024

Flight distance class	Reported emissions (without SAF) [tCO_2/yr]	Corrected emissions (with SAF) [tCO_2/yr]
2024 Flight Emissions	**361,1**	**328,5**
SAF-reduction		**-32,52**

- Since the Amsterdam offices merged in December 2024, combining our employees from Amsterdam Sloterdijk in our Symphony office, the energy consumption of Symphony that can be attributed to NL010 (Arcadis Nederland B.V.) has been calculated based on an FTE split. This is because we now share this office with three entities: NL010 (Arcadis Nederland B.V.), NL100 (Arcadis N.V.) and NL030 (Arcadis Global B.V.). Because the FTE for these three entities is known for the Symphony office, the FTE split could be calculate for NL010 (38,2%).
- Declared transport kilometers for public transport are not included. The internal controller has indicated that, due to the use of the NS Business Card (NSBC), which every employee possesses, the number of declared public transport kilometers is negligible. Therefore, this report only uses the registered trips via the NSBC.

2 ARCADIS NEDERLAND B.V. 2025 CARBON FOOTPRINT

ANL's CO_2-emissions equaled **1.769,8** tCO_2 in 2025. Compared to the emissions of 2024, the previous reporting year (2.708,4 tCO_2[3]), this entails a significant reduction of **-30,5%**. Compared to the local baseline year 2023, this entails a **34,7%** reduction, and a **60,8%** reduction when compared to the global baseline year of 2019. When compared to the first year of measurement in 2010 it results in a significant reduction of **80,6%**.

In 2025, the large decrease in CO_2-emissions can be explained by one primary factor – the purchase of green electricity with Guarantees of Origin (GvOs) for electricity usage associated with all company owned and private vehicles, contributing to 43% of the total **809,2** tCO_2 reduction on 2024 emissions. This is additionally supported by ongoing reduction measures including the electrification of company owned vehicles, and increased attention on plane travel requirements. Additional details will be further elaborated in Chapter 6 – Reduction Measures and Progress.

Figure 2 below shows the distribution of ANL's emissions across different activities in 2025, followed by Figure 3 which provides insight into scope distribution of 2025 CO_2 emissions.

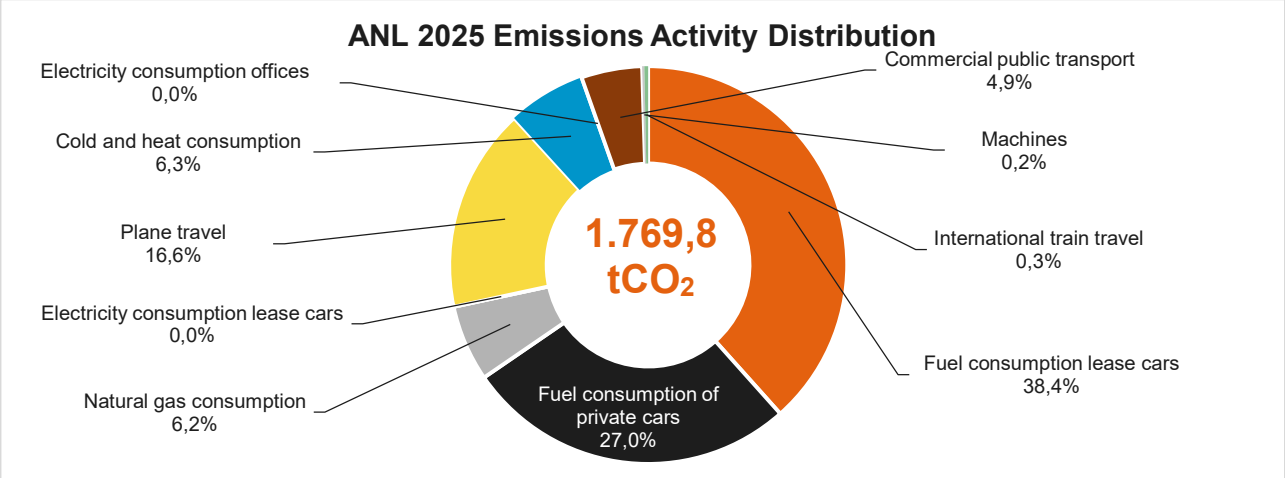


Figure 2 – Activity based distribution of ANL emissions in 2025

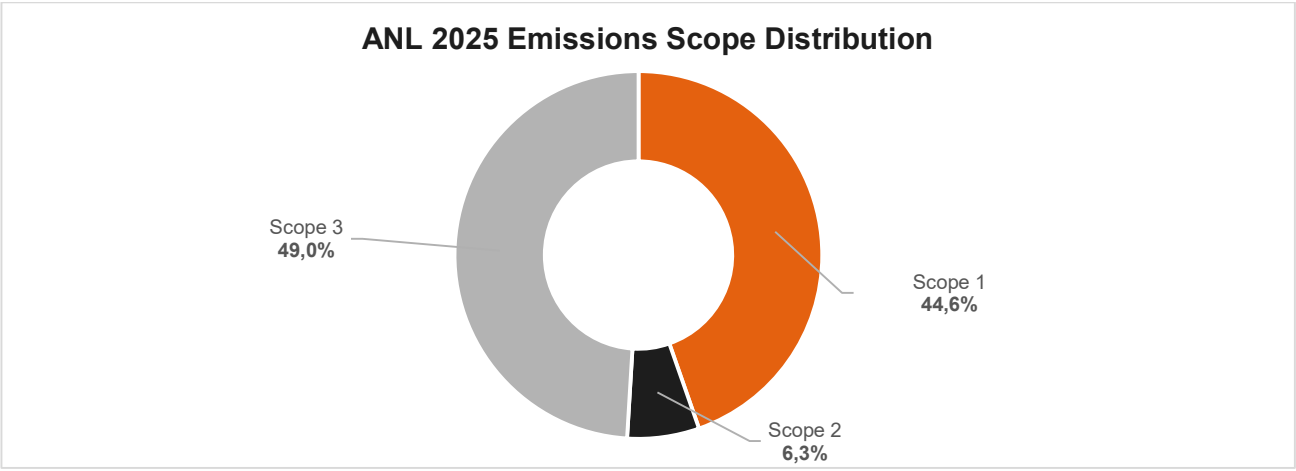


Figure 3 – Scope based distribution of ANL emissions in 2025

[3]In the previous 2023 Carbon footprint report the total emissions were 2.963,9 tCO_2 After gaining more insights into our flight data these emissions have been corrected to only include the relevant flight emissions for Arcadis Nederland B.V making the total 2023 emissions 2.708 tCO_2 .

Figure 2 and 3 indicate that the largest portion of ANL's 2025 emissions come from fossil-fueled company cars (**38,4%**), which is consistent with historical trends. Ongoing efforts to switch the fleet from fossil fuel to electric vehicles have shown success with **77%** of the fleet being fully electric in 2025, an **+11%** increase compared to 2024. Additionally in 2025, emissions from electric company owned vehicles have been significantly reduced with the purchase of green electricity sourced from GvOs, rather than grey electricity, resulting in a total company car emissions of **680,3 tCO_2** – a **49,2%** reduction on 2024. The second largest portion of ANL's emissions are from fossil-fueled privately owned vehicles (**27,0%**), however green electricity with GvOs has also been purchased, contributing to total private vehicle emissions of **477,5** tCO_2 and a reduction of **16,3%** compared to 2024.

When combined, leased and private vehicles emissions, plane travel (**16,6%**), public transport (**4,9%**), and international train travel (**0,3%**) resulted in mobility related emissions equalling **87.2%** of the total footprint. This represents a slight decrease of **3,8%** from 2024, with mobility related emissions generally accounting for approximately 90% of total emissions since monitoring began in 2010.

The remaining **12,8%** of emissions come from building-related natural gas consumption (**6,2%**), building-related heating and cooling consumption (**6,3%**) and finally a very minor amount of emissions (**0,2%**) resulting from fuel consumption of machines in Beilen primarily used in rail projects.

Table 4 below shows the CO_2 emissions categorized by ANL's various activities, sorted by size and scope. Mobility emissions are highlighted in **blue**, and building-related consumption in **pink**. The last column displays the energy consumption per FTE (refer to 1.3 Principles for how this number was calculated). In 2025, ANL had a total FTE of 1973, and a net revenue of €311,85 million.

ANL's CO_2-emissions decreased from 1,3 tCO_2/FTE in 2024 to **0,9 tCO_2/FTE** in 2025: a decrease of -0,4 tCO_2/FTE (-400 kg CO_2/FTE in one year).

Table 4 - ANL 2025 CO_2 emissions per activity and FTE

ANL Emissions 2025	Scope	Total CO_2 Emissions [tCO_2/year]	Relative Share [%]	CO_2 per FTE [tCO_2/fte]
Emissions sorted by size		**1.769,8**	**100%**	**0,9**
Fuel consumption lease cars	Scope 1	680,3	38,4%	0,3
Fuel consumption of private cars	Scope 3	477,5	27,0%	0,2
Plane travel	Scope 3	293,8	16,6%	0,1
Cold and heat consumption	Scope 2	112,3	6,3%	0,1
Natural gas consumption	Scope 1	109,9	6,2%	0,1
Commercial public transport	Scope 3	87,1	4,9%	0,0
International train travel	Scope 3	5,3	0,3%	0,0
Machines	Scope 3	3,4	0,2%	0,0
Electricity consumption lease cars	Scope 2	-	0,0%	-
Electricity consumption offices	Scope 2	-	0,0%	-
Emissions EnPi's		**1.769,8**	**100%**	**0,9**
Building related CO2 emissions	Scope 1-2	225,6	12,7%	0,1
CO2 emissions related to business travel (excl. plane)	Scope 1-3	1.250,3	70,6%	0,6
CO2 emissions related to plane travel	Scope 3	293,8	16,6%	0,2
Emissions sorted by scope		**1.769,8**	**100%**	**0,9**
Scope 1		790,2	44,6%	0,4
Scope 2		112,3	6,3%	0,1
Scope 3		867,3	49,0%	0,5
Total		1.769,8	1,0	0,9

All ANL activities are measured in tCO_2 as well as Gigajoules of primary energy (GJp). For a more detailed elaboration on our energy streams and energy use analysis, please see the energy and emission inventory that accompanies this document. Figure 4 and Table 5 below provide insight in our energy streams, displaying that most energy is used for fuel consumption of private cars, followed by electricity consumption of our offices and electricity consumption of lease cars.

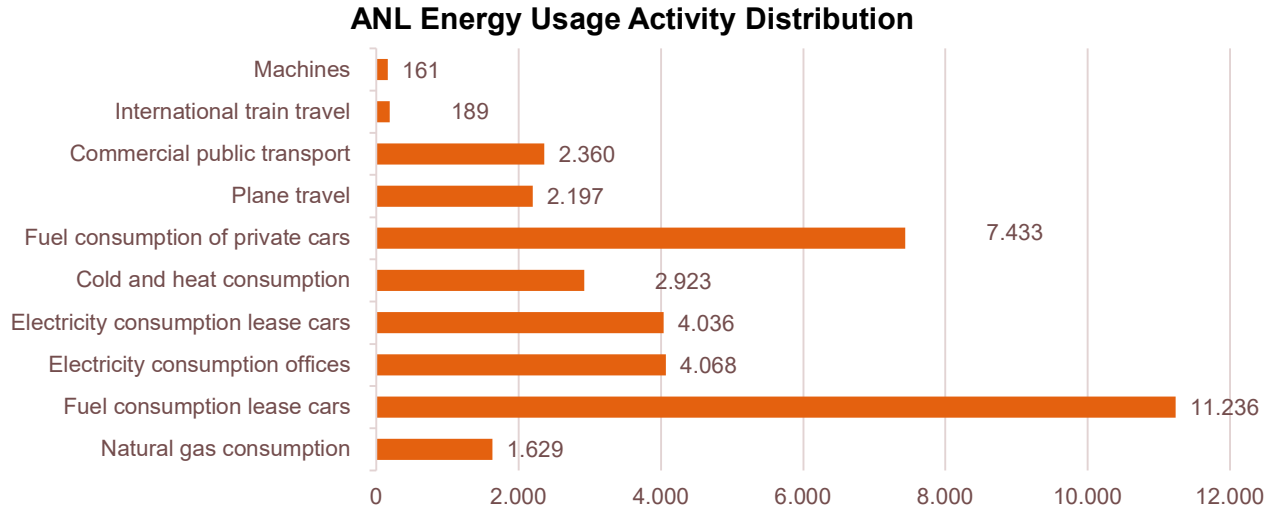


Figure 4 - ANL 2025 Energy usage sorted by activity

Table 5 - ANL 2025 Energy usage per activity and FTE

Emissions	Scope	GJ [GJ/year]	Relative Share [%]	GJ relative [GJ/fte]
Emissions sorted by size		**36.232,8**	**100%**	**18,36**
Fuel consumption lease cars	Scope 1	11.236,2	31,0%	5,7
Fuel consumption of private cars	Scope 3	7.433,0	20,5%	3,8
Electricity consumption offices	Scope 2	4.068,3	11,2%	2,1
Electricity consumption lease cars	Scope 2	4.035,8	11,1%	2,0
Cold and heat consumption	Scope 2	2.922,6	8,1%	1,5
Commercial public transport	Scope 3	2.360,3	6,5%	1,2
Plane travel	Scope 3	2.197,1	6,1%	1,1
Natural gas consumption	Scope 1	1.629,4	4,5%	0,8
International train travel	Scope 3	189,3	0,5%	0,1
Machines	Scope 3	161,1	0,4%	0,1
Energy EnPi's		***36.232,8***	***100%***	***18,36***
Energy consumption related to plane travel		2.197,1	6,1%	1,11
Building related energy consumption		8.781,3	24,2%	4,45
Energy consumption related to business travel (excl. plane)		25.254,5	69,7%	12,80
Energy consumption sorted by scope		***36.232,8***	***100%***	***18,36***
Scope 1		12.865,5	35,5%	6,52
Scope 2		11.026,6	30,4%	5,59
Scope 3		12.340,7	34,1%	6,25
Total		**36.232,8**	**100%**	**18,36**

3 DIRECT CO_2-EMISSIONS: SCOPE 1

This chapter outlines the direct CO_2 emissions (Scope 1) of ANL in 2025. In 2025, Scope 1 emissions amounted to **790,2** tCO_2, accounting for **44,6%** of ANL's total emissions. These Scope 1 emissions are classified as direct emissions due to the consumption and emissions occuring at the same location (where combustion takes place). Within ANL, all Scope 1 emissions originate from natural gas consumption (section 3.1) and fossil fuel consumption by lease cars (section 3.2).

3.1 Emissions from building-related natural gas consumption

In 2025, ANL used natural gas for building heating at 7 out of 14 locations. The total natural gas consumption of these 7 locations combined was **51.480,5 m³** natural gas, corresponding to **109,9 tCO_2** and representing **6,2%** of the total CO_2 emissions in 2025. Figure 5 below shows an overview of the emissions related to the natural gas consumption of ANL's natural gas consuming locations in 2025.

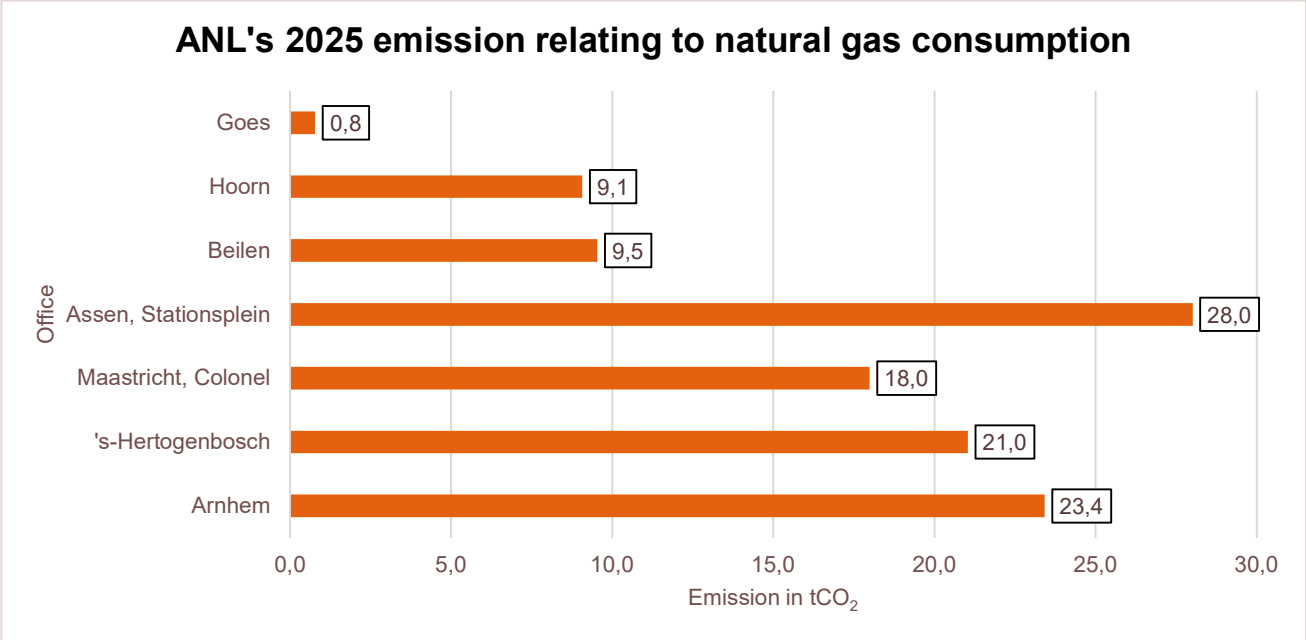


Figure 5 - Natural gas consumption and corresponding CO_2-emissions per office in 2025

Of the **22.182,0 m²** of office space that ANL used in 2025, **7.308,0 m²** (**33,0%**) was heated using natural gas. There are also a few small storage locations that are not heated with electricity or natural gas.

In 2025, natural gas usage decreased by **16,4%** compared to 2024, primarily due to the late 2024 relocation of the previously energy-intensive Arnhem Beaulieustraat office to a more sustainable building. Figure 6 below provides insight into the emissions related to natural gas consumption over time, starting from the global baseline year (2019) compared with the local baseline year (2023), previous year (2024) and the current reporting year (2025).

Figure 6 - ANL's CO_2-emissions relating to natural gas consumption from 2019-2025

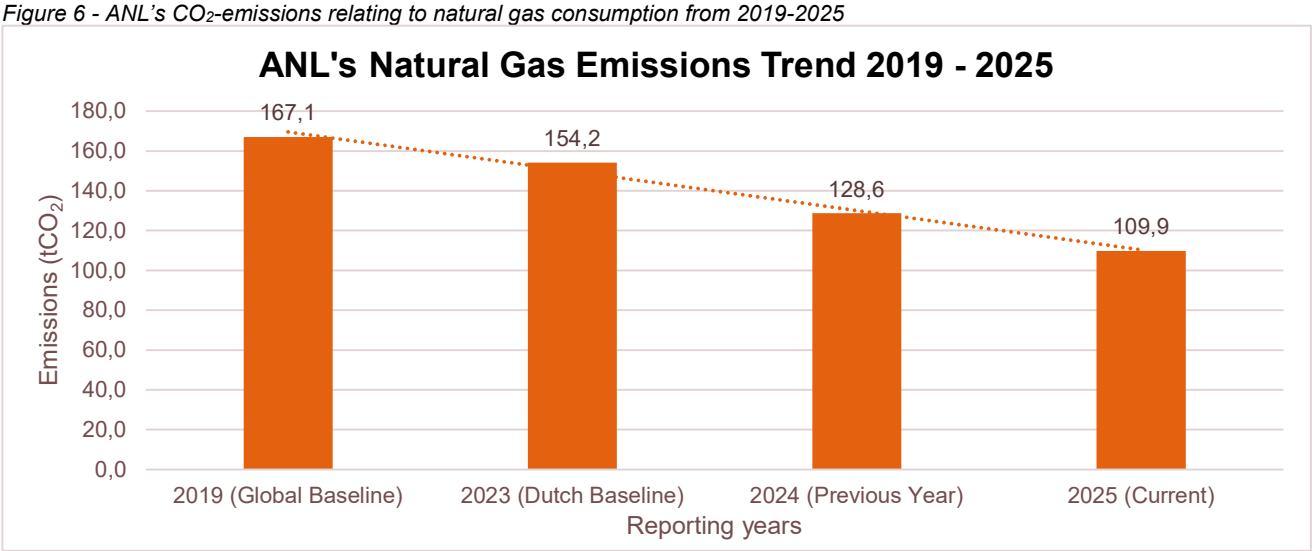


Table 6 below displays the floor area, natural gas consumption and corresponding CO_2-emissions for each office that consumes natural gas.

Table 6 - Relative natural gas consumption in 2025

Office	Floor area [m2]	Natural gas consumption 2025 [m3]	Conversion factor [g CO_2/ m3]	CO_2 emission [tCO_2/ year]
Arnhem, Amsterdamseweg	1.665,0	10.976,1	2.134	23,4
's-Hertogenbosch	2.486,0	9.859,8	2.134	21,0
Maastricht, Colonel	679,0	8.429,2	2.134	18,0
Assen, Stationsplein	716,0	13.125,6	2.134	28,0
Beilen	1.204,0	4.469,1	2.134	9,5
Hoorn	446,0	4.252,8	2.134	9,1
Goes	112,0	367,9	2.134	0,8
Total	**9.474,0**	**48.811,0**	**-**	**109,9**

It is noted that for some ANL locations, natural gas consumption data has not been provided for the entire 2025 period, and in these cases, heating degree days have been used in conjunction with provided data to estimate consumption. Refer to Chapter 1.4 for a full description of uncertainties, and Appendix B for the estimation method.

3.2 Emissions from fossil fueled company owned vehicles (lease cars)

The fossil fuel consumption of company lease cars falls under ANL's direct (Scope 1) emissions. Note that consumption and emissions associated with electric lease cars is reported in Chapter 4 (Scope 2).

In 2025, ANL's fossil-fueled company-owned vehicles fleet consisted of **117** fossil lease cars including **18** hybrids, compared to 182 fossil fueled vehicles in 2024 achieving a fossil fuel vehicle reduction of **36%**. Together, these fossil-fueled company-owned vehicles drove **2.903.917,7 km** for business purposes in 2025, consuming a total of **244.177,7 liters** of fuel (gasoline and diesel).

Majority of the fuel consumption and associated emissions can be directly influenced by ANL, highlighting the impact of minimizing lease cars and lease car usage, and the significance of the fleet electrification measure. These measures remain a priority, as outlined in the Energy Policy Plans for 2021-2023 and the Climate transition plan for 2024-2026. Similar to previous years, this measure resulted in a significant and immediately visible reduction in the 2025 emissions.

This reporting year, the emissions related to fossil lease cars amounted to **680,3 tCO_2**, corresponding to **38,4%** of the total footprint.

Figure 7 below provides an overview of the total CO_2 emissions per fuel type.

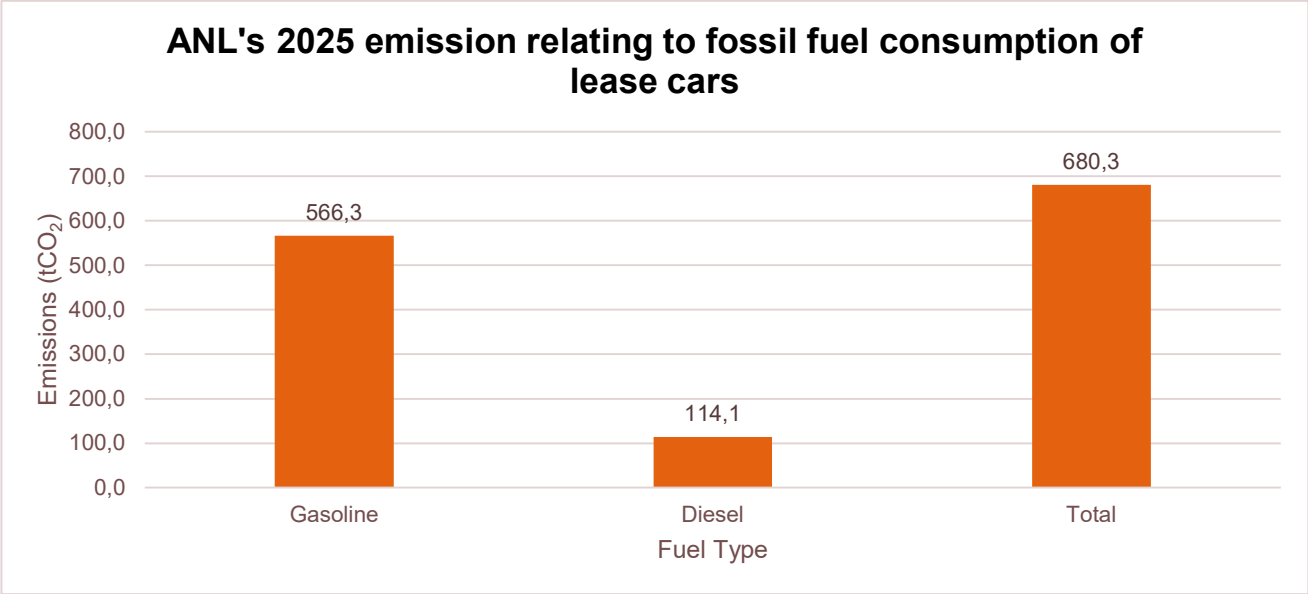


Figure 7 - CO_2-emissions associated with fossil company owned vehicles used for business travel

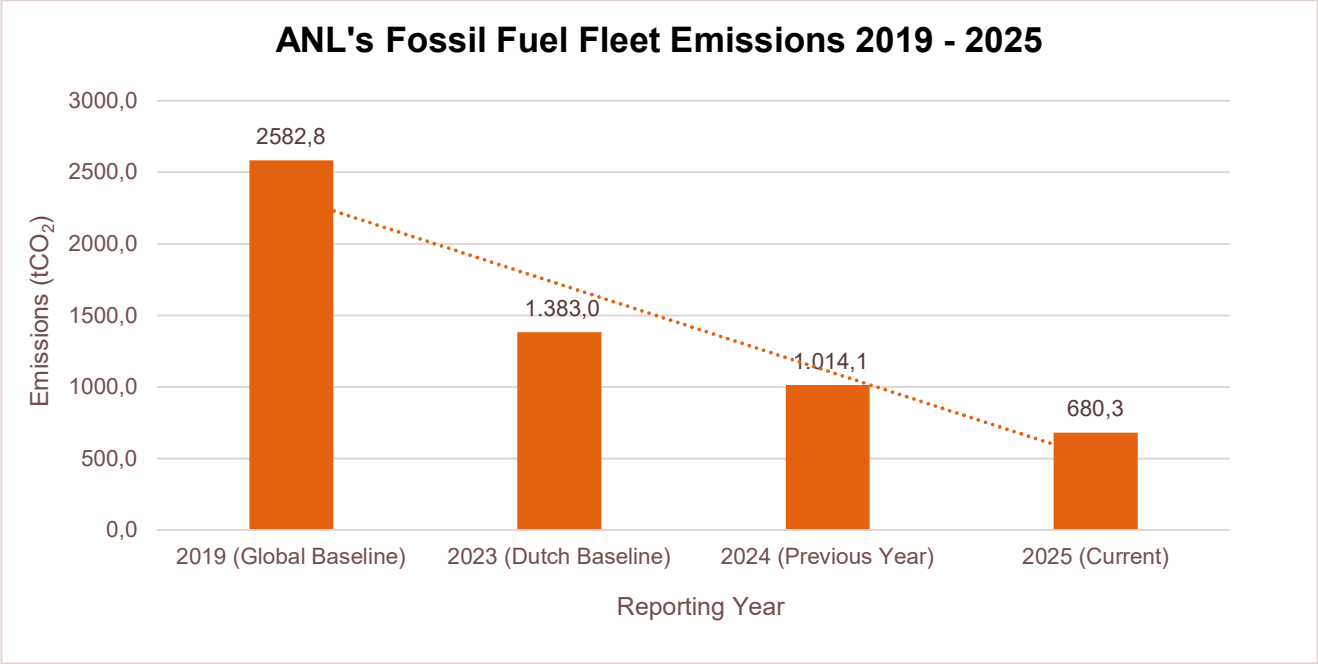
Table 7 below displays the fuel consumption and corresponding emissions for travel with fossil fueled company owned vehicles for business purposes (commuting and business travel) per type of fossil fuel.

Table 7 – ANL 2025 CO_2 emission of company owned fossil fuel vehicles for business purposes

Fuel type	Business Travel Distance [km]	Amount of fuel [liter]	Conversion factor [g CO_2/ liter]	CO_2 [tCO_2/ year]
Gasoline	2.903.917,7	244.117,7	3.059	566,3
Diesel	633.698,2	33.410,7	3.462	114,1
Total	**3.537.615,9**	**277.528,3**		**680,3**

Figure 8 below indicates the trend in emission reduction between 2019 and 2025. It is evident that the rapid electrification of our company owned vehicle fleet is achieving significant emission reduction due to the elimination of fossil fuels.

Figure 8 - ANL's fossil fuel emissions from company owned vehicles between 2019 and 2025



4 INDIRECT CO_2-EMISSIONS FROM ENERGY GENERATION: SCOPE 2

This chapter presents the indirect CO_2 emissions from energy generation (Scope 2) for ANL in 2025. For ANL, this includes emissions caused by the electricity consumption of buildings (4.1), the electricity consumption of electric lease cars (4.2), and heating and cooling consumption (4.3). These aspects are further explained below.

In total, Scope 2 accounted for **112,3 tCO_2** in 2025, representing **6,3%** of ANL's total emissions.

4.1 Emissions from building-related electricity consumption

In 2025, Arcadis operated a total of 14 buildings. For all buildings, green electricity was purchased through Guarantees of Origin (GvOs), which has been coordinated by Arcadis Global B.V. since 2021. This results in all building electricity being emission-free, producing **0,0 tCO_2**.

Within ANL offices, electricity is primarily used for regulating the indoor climate (cooling, air conditioning, and ventilation), charging electric vehicles, and lighting the buildings. Naturally, the equipment and devices in use (mainly monitors and laptops) also contribute to electricity consumption. This consumption is assessed annually through ANL's energy consumption analysis.

In 2025, the total amount of electricity consumed across all ANL locations amounted to **1.031.754,4 kWH**, of which **956.054,1 kWh** from purchased green electricity, and **75.700,3 kWh** of green electricity generated by the company's own solar panels. A portion of the generated solar electricity was consumed by ANL locations, while the remainder was fed back into the grid. Per the CO_2 Performance Ladder (CO_2-PL) requirements, the generated electricity has not been counted as a reduction in the carbon footprint.

Among all the offices, the Amersfoort Eempolis office accounted for the highest electricity consumption (**38,0%**), followed by 's-Hertogenbosch (**23,3%**) and Arnhem, Amsterdamseweg (**13,4%**). Amersfoort Eempolis is the largest ANL office and operates its own WKO (thermal energy storage) system, which consumes a significant amount of electricity.

Table 8 below shows the absolute electricity consumption of the top 10 most energy intensive facilities across ANL in 2025.

Office location	Floor area [m^2]	Electricity use [kWh]	Conversion factor [g CO_2/ kWh)	CO_2 emission [tCO_2/ year]
Amersfoort, Eempolis	7.733	391.730	0,0	0,0
's-Hertogenbosch	2.486	240.828	0,0	0,0
Arnhem, Amsterdamseweg	900	137.778		
Rotterdam, Delftse Poort	716	52.172	0,0	0,0
Zwolle, Lubeckplein 34	1.204	44.532	0,0	0,0
Hoorn	3.467	41.483	0,0	0,0
Maastricht, Colonel	679	39.989	0,0	0,0
Amsterdam, Symphony	446	30.285	0,0	0,0
Beilen	1.204	24.145	0,0	0,0
Assen, Stationsplein	716	22.197	0,0	0,0
Other offices	2.631	6.617	0,0	0,0
Total	**22.182**	**1.031.754**	**0,0**	**0,0**

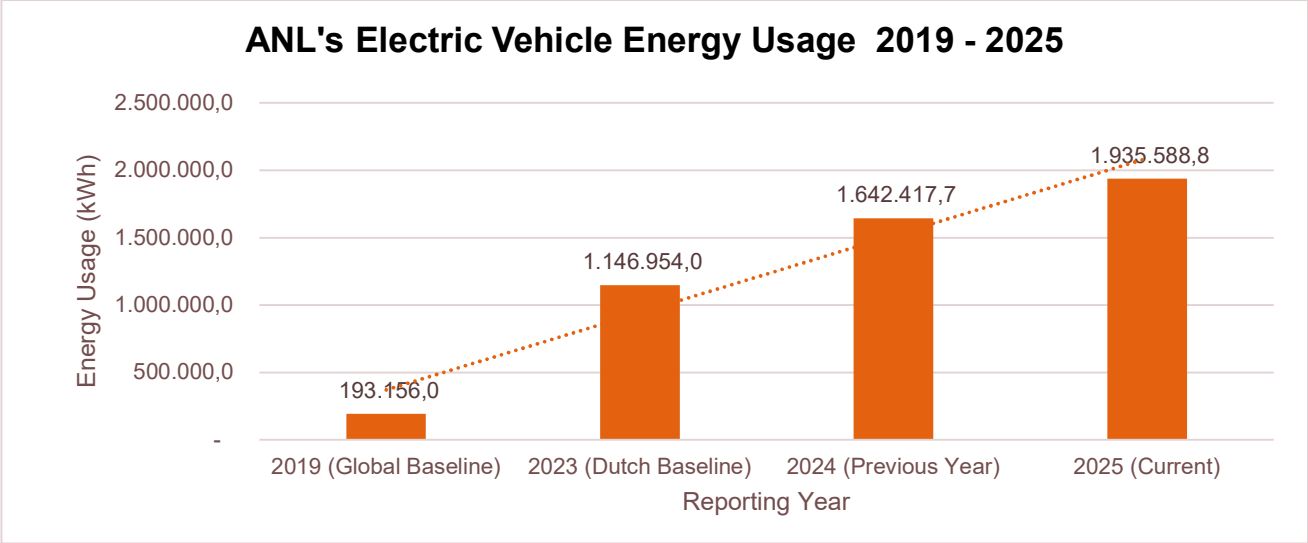
Table 8 - ANL 2025 Electricity usage and building summary across the top 10 most energy intensive facilities

4.2 Emissions from electricity consumption by company owned vehicles

A key CO_2 reduction measure of ANL is the replacement of our fossil fueled company fleet with electric vehicles, with an aim to achieve a fully electric fleet by 2028. As of December 2025, the fleet has been converted to **77%** electric vehicles, an additional 11% compared to 2024.

This measure reduces fuel usage and associated Scope 1 emissions, however it also introduces additional electricity usage associated with electric vehicle charging. In 2025, **4.887.387,9 km** were driven for business purposes by **399** fully electric lease cars, using a total of **1.935.588,8 kWh** of electricity in 2025. In previous years, the additional electricity usage resulted in increased scope 2 emissions, however in 2025, all electricity usage associated with company vehicles purchased as green electricity with GvOs, resulting in **0 tCO_2** and increased impact of the EV transition measure. Figure 9 below indicates the trend in increased electricity usage due to the electrification of our fleet vehicles.

Figure 9 - ANL's increased energy usage from electric company owned vehicles between 2019 and 2025



4.3 Emissions from heating and cooling consumption

The offices at Zwolle Lubeckplein and Rotterdam Delftse Poort purchase district heating as the source of their building's heat supply. At the Amersfoort location, heating and cooling are generated via a thermal energy storage system (WKO). In previous years, the associated consumption of the WKO was included in the building's electricity usage.

In 2025, the removal of the Amsterdam Sloterdijk office contributed to a **2,9%** reduction in heating and cooling energy consumption compared to 2024. However, as the CO_2 emission factors were increased significantly by SKAO for average district heating in 2025, the reduced consumption still resulted in a **50,9%** increase in emissions compared to the previous year.

In 2025, the CO_2 emissions resulting from purchased heating and cooling amounted to **112,3 tCO_2**. This represents **6,3%** of ANL's total CO_2 emissions in 2025. Figure 10 below provides an overview of the CO_2 emissions in 2025 caused by heating and cooling consumption from the three locations that use either district heating or WKO.

Figure 10 - ANL 2025 heating and cooling emissions per office

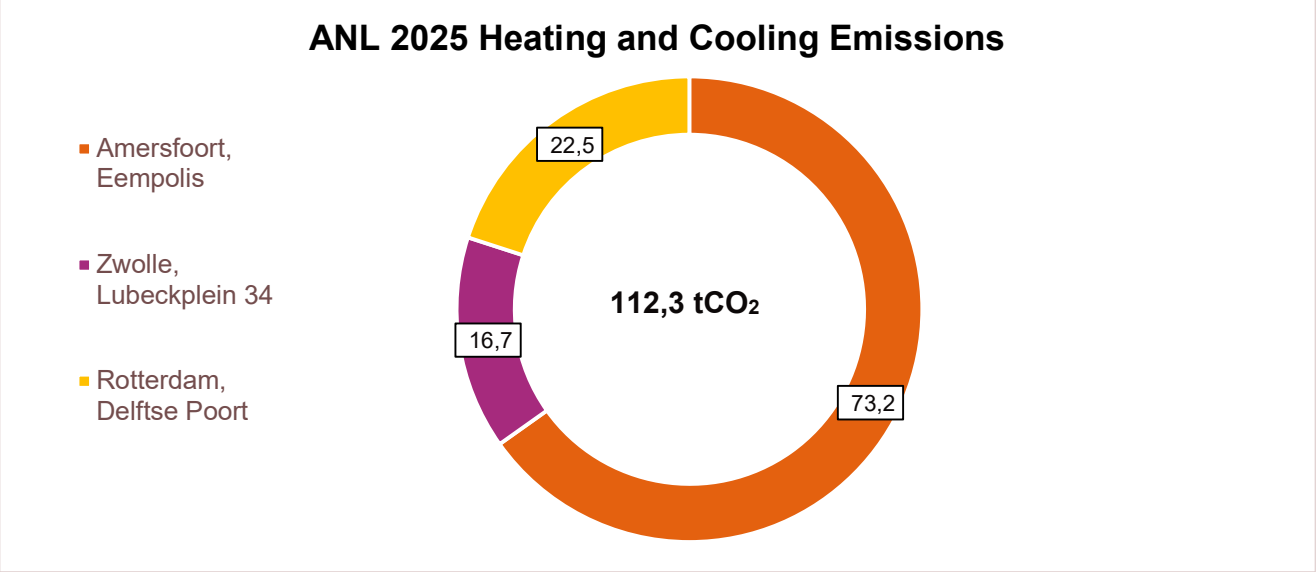


Table 9 below displays the CO_2-emissions per office that uses purchased district heating or WKO.

Table 9 - CO2 emissions of purchased/generated heating and cooling 2025

Location	Type of heat/cold	Volume (GJ/kWh)	Conversion factor [g COR_2R/GJ]	COR_2 R[tCO_2/ year]
Amersfoort, Eempolis	WKO (Cold and Heat production)	1.905	38.430	73,2
Zwolle, Lubeckplein 34	District heating	434	38.430	16,7
Rotterdam, Delftse Poort	District heating	585	38.430	22,5
Total		**2.923**		**112,3**

It is noted that for some ANL locations, heating and cooling consumption data has not been provided for the entire 2025 period, and in these cases, heating degree days have been used in conjunction with provided data to estimate consumption. Refer to Chapter 1.4 for a full description of uncertainties, and Appendix B for the estimation method.

5 OTHER INDIRECT CO_2-EMISSIONS: SCOPE 3

This chapter presents the other indirect CO_2 emissions (Scope 3) of ANL in 2025. For ANL, this includes emissions caused by:

- commercial travel (business trips and commuting) using private cars (Section 5.1)
- Air travel (Section 5.2)
- Domestic public transport (Section 5.3)
- International train travel (Section 5.4)
- Rail machinery at the storage location in Beilen (Section 5.5)
- Other influenceable emissions as defined by CO_2-PL Handbook 4.0 (Section 5.6)
- Other non-CO_2 Greenhouse Gas (Section 5.7)

In total, Scope 3 emissions in 2025 amounted to **867,3 tCO_2**, accounting for approximately **49,0%** of ANL's total emissions. Over the last years more detailed information on other scope 3 categories has become available. While all other Scope 3 emissions are currently reported separately, ANL aspires to include Scope 3 emissions in the Emissions Inventory and Carbon Footprint report from 2026 onwards, marking the beginning of the new Arcadis strategy period.

5.1 Emissions from private vehicles

As previously highlighted, the CO_2 emissions from ANL's road-based business travel are caused by private, shared, and lease vehicles. The lease vehicles have already been described in Chapter 3.2 (fossil) and 4.2 (electric), and the shared vehicles (Greenwheels and taxi's) will be reported under public transport later in this chapter (5.3). This section reports the amount of CO_2 emissions caused by business and commuting usage of private vehicles.

In 2025, a total of **2.777.134,8 km** were driven (declared kilometers) for work purposes, of which **729.972,4 km** were categorized as commuting and **2.047.162,4 km** as business travel. The total CO_2 emissions caused by fuel consumption from business travel and commuting use of private vehicles amounted to **477,5 tCO_2**, representing **27,0%** of ANL's total footprint in 2025. The majority of these emissions were caused by gasoline cars (**81,9%**), followed by diesel cars (**11,0%**) and unknown fuel (**4,8%**). Compared to 2024, a significant **16.3%** reduction was observed, primarily due to the purchase of green electricity with GvOs for all private vehicle electricity usage.

Table 10 and Figure 11 below illustrate the fuel consumption and corresponding emissions per fuel type for private cars in 2024.

Table 10 - CO_2 Emissions breakdown of private vehicles

Type of fuel	Business travel [km/ year]	Commuting travel [km/year]	Conversion factor [g CO_2/ km]	Total CO_2 [tCO_2/year]
Gasoline	1.468.817	535.814	195	390,9
Biodiesel	6.529	1.839	144	1,2
Diesel	234.277	56.360	180	52,3
LPG	38.815	9.346	181	8,7
Green Electricity	199.123	85.158	0	0
Ethanol	15.418	6.618	76	1,7
[4]Unknown	84.184	34.837	191	22,7
Total	**2.047.162**	**729.972**		**477,5**

[4] Some emissions data may remain unknown due to challenges in data collection and reporting processes. A common issue arises when forms within systems like Oracle are not filled out accurately or are left incomplete.

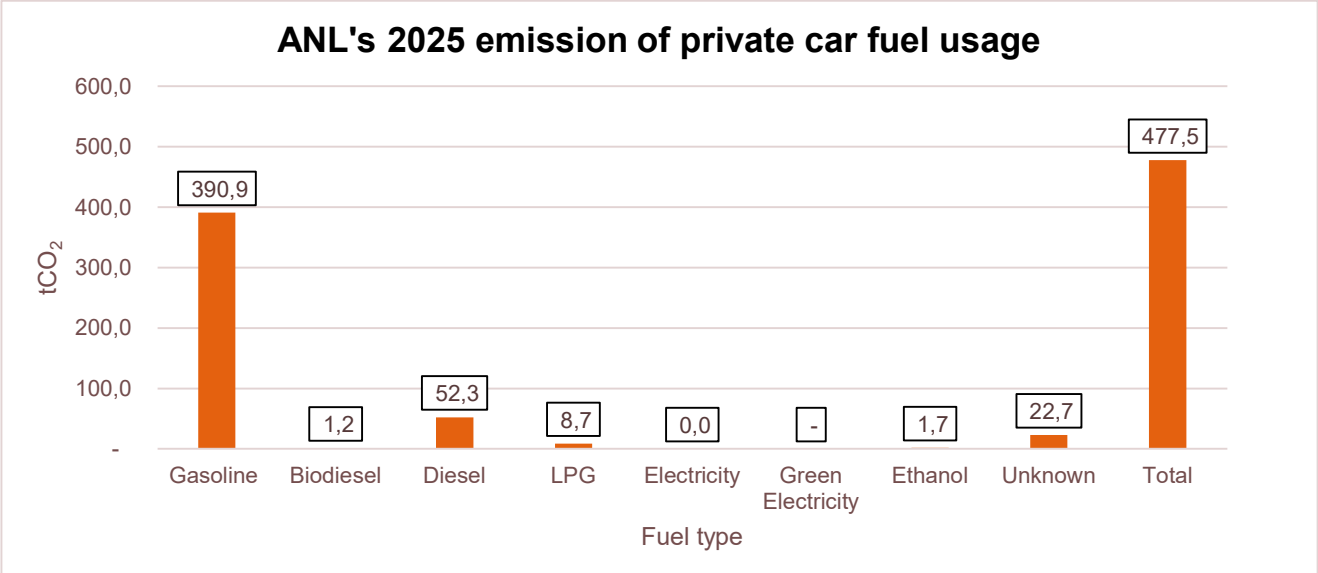


Figure 11 – CO_2 emissions of private car fuel usage

5.2 Emissions from plane travel

Although ANL enforces strict flight policies (such as digital meetings as the standard, no flights under 700 km, and no indirect flights for cheaper prices—'creative ticketing'), air travel is still used, particularly for covering long distances. Some of these flights are unavoidable, especially as we have increasingly moved towards global management with more international meetings. Since early 2018, Arcadis has been a partner in the KLM-Air France Corporate Sustainable Aviation Fuel (SAF) program, which ensures that all KLM-Air France flights use SAF to reduce flight emissions.

Reducing flight-related emissions has been a key focus in our previous and current sustainability plans – the Climate transition plan 2024-2026. The implemented measures appear to have a positive impact with a **40,3%** reduction in total travel distance for short haul flights (under 700km), and a **37,1%** reduction for medium haul flights (700-2,500km) when compared to 2024 emissions. However, long haul flights had a **22,8%** increase in total travel distance, due to continued shifts towards global management.

Overall, with SAF incorporated, the total emissions from business air travel amounted to **293,8 tCO_2** in 2025, representing **16,6%** of ANL's total 2025 footprint and a **10,6%** reduction on 2024 air travel emissions. Table 11 below shows the distances flown and the associated emissions in 2025 per flight distance class and in total.[5]

Table 11 – 2025 CO_2 emissions related to plane travel

Flight distance class	Travel distance [km/ year]	Conversion factor [g CO_2/ km]	CO_2 [tCO_2/ year]
Short-haul < 700 km	78.212	234	18,3
Medium-haul 700 – 2.500 km	291.852	172	50,2
Long-haul > 2.500 km	1.959.808	157	307,7
SAF-reduction	-	-	**-82,4**
Total	**2.329.872**		**293,8**

[5] As of 2024, SAF has been purchased for all global KLM-Air France flights and provided to ANL as an overall tCO_2e reduction. The ANL reduction is then calculated based on available flight data, the method is detailed in Appendix B.

Figure 12 below illustrates the information provided in Table 11, while Figure 13 provides insight into the reduction of our travel-related emissions since 2019.

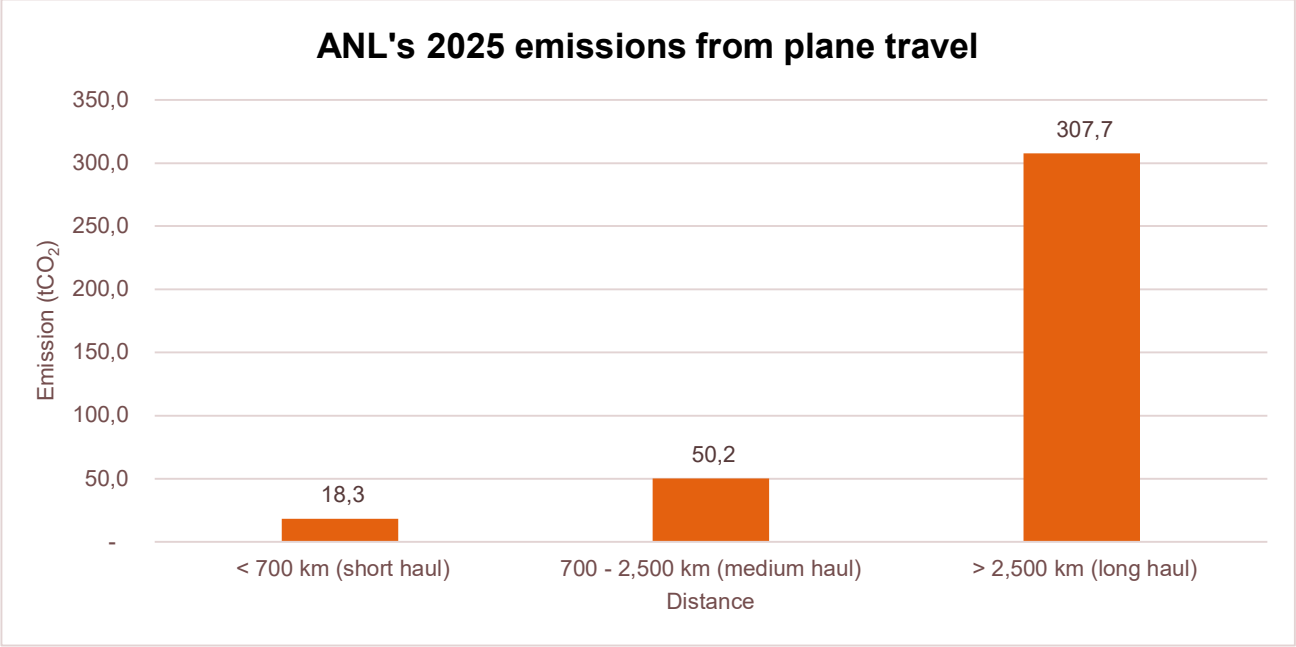


Figure 12 - CO_2-emissions from plane travel in 2025 (excluding SAF)

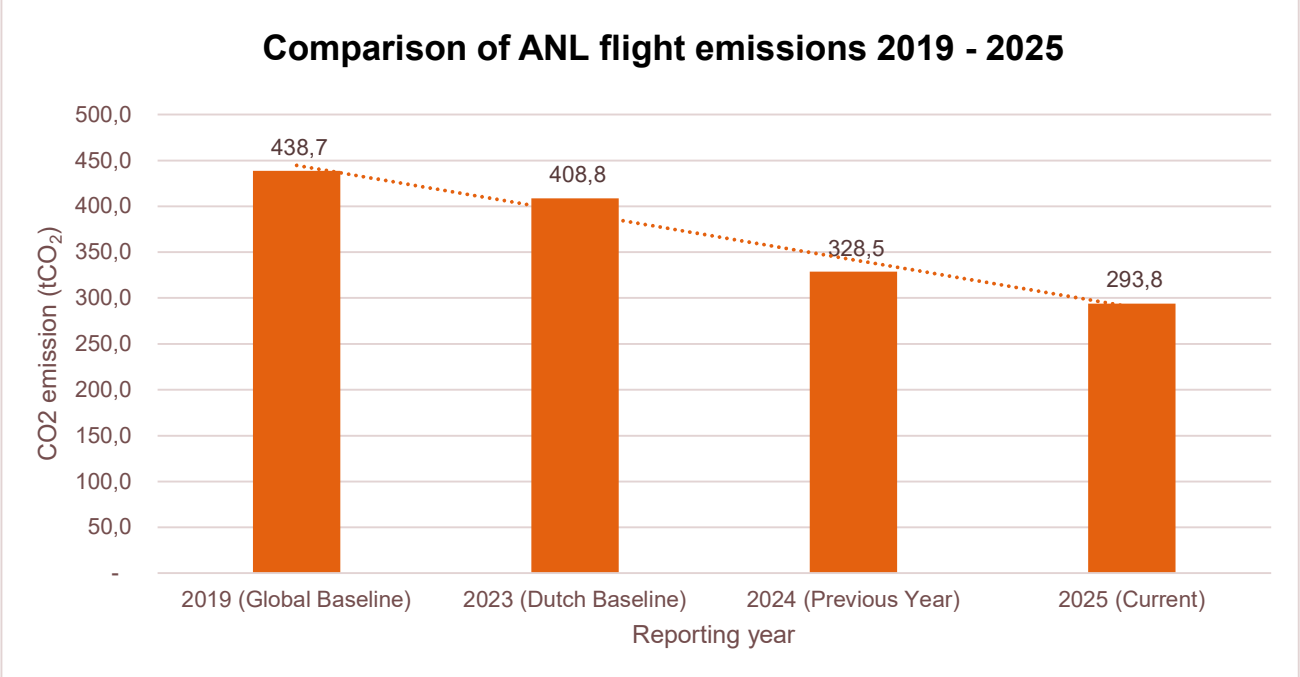


Figure 13 - CO_2 emissions from plane travel 2019 - 2025 (SAF included)[6]

[6] As outlined in Chapter 1.4, a correction was made to the 2023 and 2024 flight emissions. For further details, refer to Table 1.

5.3 Emissions from domestic public transport

ANL actively encourages the use of public transport for business and commuting travel. In 2022 the WERK policy was introduced, which includes new rules and opportunities for reducing and making mobility more sustainable. A key initiative is the change to allow the NS Business Card to be used for personal travel, aiming to reduce (fossil-fueled) road traffic in private travel.

The total emissions caused by the fuel consumption of public transport amounted to **87,1 tCO_2** in 2025, representing approximately **4,9%** of ANL's total footprint. Weekend travel is assumed to involve private travel and thus has been removed from this analysis. Furthermore, this section only covers domestic train travel; international train travel is addressed in the following section (5.4).

Although the vast majority (**92,0%**) of the total distance traveled by public transport was completed by train, the largest share of public transport emissions came from bus, tram, and metro travel (**41,9%**), followed by fossil-fueled GreenWheels (**35,6%**), and then train travel (**19,0%**). This is due to relatively low emissions associated with train travel.

In 2025, a total of **14.038.738,1 km** was traveled by all ANL employees (including hired staff) using public transport, divided among train rides, bus/tram/metro rides, taxi rides, and kilometers driven in shared cars (GreenWheels). Table 12 shows public transport usage by type.

Table 12 - CO_2 emissions associated with public transport in 2025

Type of public transport	Travel distance [km]year]	Conversion factor [g CO_2/ km]	CO_2 [tCO_2/year]
Bus-tram-metro	709.807	56	36,5
GreenWheels – Gasoline	162.486	191	31,0
GreenWheels – Electric	23.131	62	1,4
Train	10.371.961	3	16,5
Taxi	8.679	191	1,7
Total	**11.276.064**		**87,1**

Figure 14 below provides an overview of the total CO_2-emisson per type of public transport.

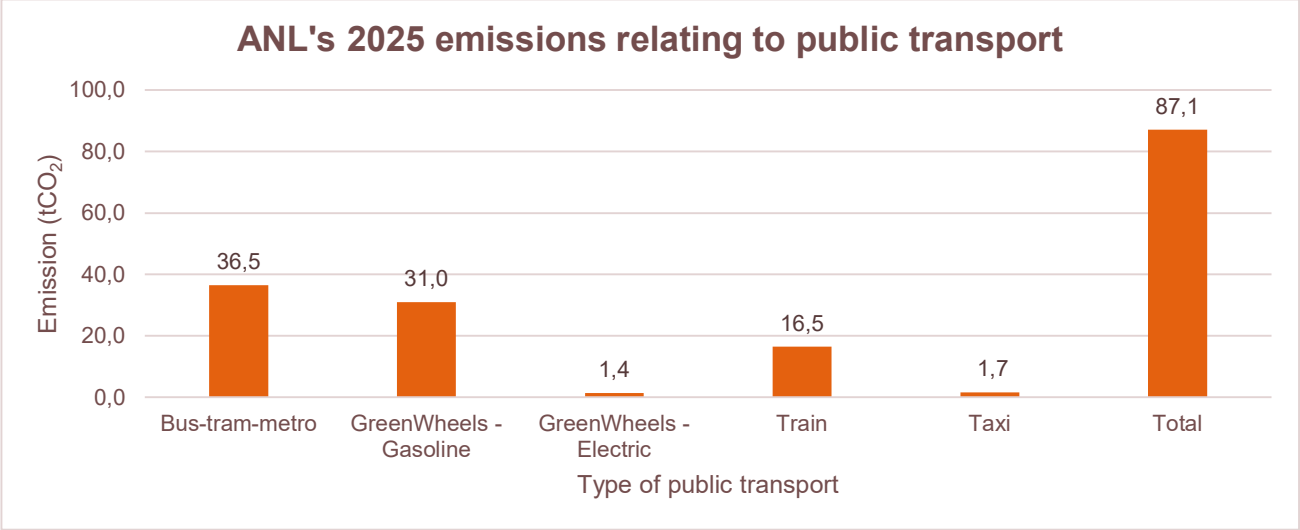


Figure 14 - CO_2-emission related to public transport 2025

5.4 Emissions from international train travel

At ANL, the use of international public transport for business travel is also actively encouraged, particularly as an alternative to air travel. Trips under 700 km are made by train instead of by plane where possible.

In 2025, ANL employees traveled a total of **205.509,0 km** by international train, corresponding to **5,3 tCO_2** and accounts for approximately **0,3%** of the total CO_2 emissions in 2025.

5.5 Emissions from machines

At the office and storage location in Beilen, there are machines primarily used on rail projects, which consume biodiesel (HVO100), gasoline (Aspen), and electricity. In 2025, the total consumption of biodiesel fuel (HVO100) and gasoline (Aspen) was once again analyzed to gain insight. The total CO_2 emissions caused by the fuel consumption of these machines amounted to **3,4 tCO2**, approximately **0,2%** of ANL's total 2025 carbon footprint. These emissions are related to machine usage at third-party locations, either by Arcadis on project sites (outside the facility), or when rented out. As such, these emissions are reported under Scope 3 in accordance with the Operational Control Approach.

In 2025, a total of **4.516,0** liters of fuel was consumed at the Beilen location, of which **3.961,0 liters** were HVO100 (**1,7 tCO_2**) and **525,0 liters** were Aspen (**1,7 tCO_2**). Table 13 below provides an overview of the emissions from the machines by fuel type.

Table 13 - CO_2 emissions associated with machine usage 2025

Fuel	Amount [liter/year]	Conversion factor [g CO_2/ liter]	CO_2 [tCO_2/ year]
Biodiesel (HVO100)	3.961	441	1,7
Gasoline (Aspen)	555	3.059	1,7
Total	**4.516**		**3.4**

5.6 Other Influenceable Emissions (OIE's)

In addition to Scope 1, 2 and 3 emissions, Arcadis Nederland B.V. recognizes the importance of Other Influenceable Emissions (OIE) – emissions that fall outside of the formal greenhouse gas inventory but can be significantly influenced through our activities and services.

OIEs can be defined into three categories:

- Biogenic emissions, originating from natural materials (e.g. biofuels or organic waste),
- CO_2 removal, such as carbon storage in nature-based or material solutions, and
- Avoided emissions, resulting from measures or projects that reduce emissions outside our own operations

Within these categories, Arcadis has primarily focused on avoided emissions, as these represent the largest opportunity for impact through our advisory and design projects for clients.

While our understanding of OIEs is still being refined, a key development of 2025 is the continued efforts to gain further insight into OIEs associated with project avoided emissions, and to improve the accuracy of our estimation approach. In the past year, we have shifted away from a revenue-based estimation approach, to actively collecting emissions data directly from projects and implemented measures.

While initial estimates within the CO_2 Performance Ladder portfolio are not yet available for 2025, a separate report will be created detailing estimated OIEs once finalized in Q3 2026. It is however noted that accurately quantifying OIE remains an ongoing challenge, with key factor being developing understanding of the extent to which Arcadis' advice directly influences project outcomes and associated emission reductions. As a result, current insights are indicative and will be further refined in the coming years.

5.7 Non-CO_2 Greenhouse Gas Emissions

Non-CO_2 greenhouse gas emissions are not material in the context of ANL's CO_2 footprint; however, they are included in this report to provide a more complete picture of our total greenhouse gas emissions. Arcadis monitors these emissions through the global reporting system Sphera. For ANL, this includes emissions of methane (CH4) and nitrous oxide (N2O) as outlined in Table 14 below.

Table 14 – Non-CO_2 Greenhouse Gas Emissions 2025

Type of GHG	Volume 2025	Measured in
CH4	1,6	tCO_2
N2O	1,9	tCO_2
Total	**3,5**	**tCO_2**

6 Reduction measures and progress

During the 2025 reporting year, the Climate Transition Plan was created to outline the planned measures for the 2023-2026 policy period and beyond. This chapter briefly explains these measures per scope and describes the intended and achieved reductions.

Figure 15 below has been updated from our Climate transition plan, where we had estimated 2.500 tCO_2-emissions as a realistic goal for 2025, and 2.300 tCO_2 in an ambitious scenario. With a total 2025 carbon footprint of **1.769,8** tCO_2 emissions, **we have far surpassed our goal and ambition** (see also Table 15 below). This is primarily due to active efforts in advancing planned measures, however is also affected by an overcalculation of emissions in 2023 (2924 tCO_2) and prior years, due to overestimated flight emissions which included Arcadis Global B.V. emissions (see Principles). Throughout this report and in the updated graph below, we have compared our emissions with the recalculated emissions from 2023 (2708,4 tCO_2) to prevent skewed results. Figure 15 also depicts the projected pathway to reach net zero by 2030, targeting a 90% reduction from 2019 emissions or a 16,7% reduction compared to the local baseline year 2023, with all remaining emissions to be offset following SBTi requirements.

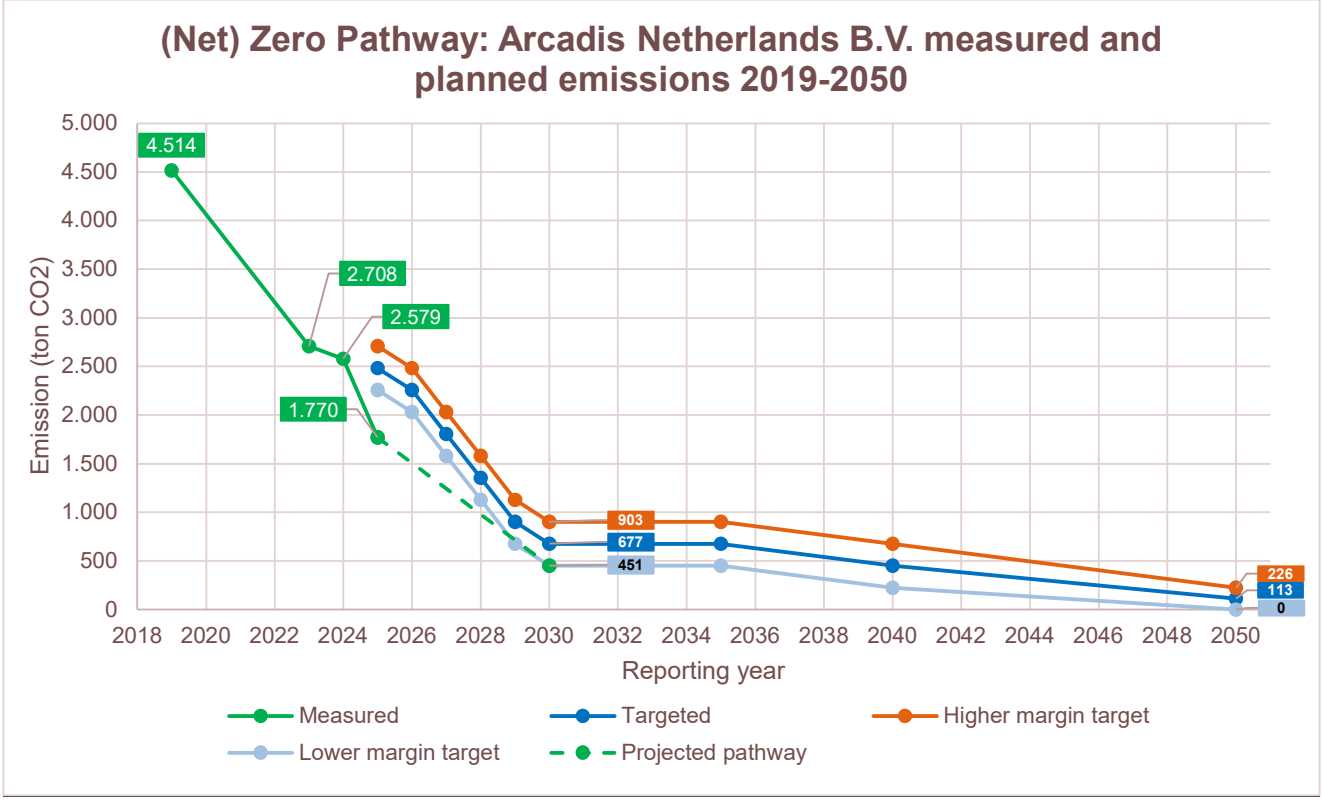


Figure 15 - Updated CO_2-emission reduction 2024-2030 based on the Climate Transition Plan

Table 15 - Planned and realized reduction in 2025 compared to 2023: progress monitoring.

Scope	Actual Emissions					Target Emissions	Planned Reduction exceeded by (%)
	2010	2019	2023	2024	2025	2025	
1	5.579,0	2.749,9	1.582,6	1.543,2	790,2	1.000	-13.3%
2	2.156,0	155,3	400,5	400,5	112,3	3.50	-96.0%
3	1.385,0	1.608,8	1.125,8	1.035,8	867,3	1.100	-20.7%
Total	**9.118,0**	**4.514,0**	**2.708,4**	**2.579,0**	**1.769,8**	**2.450**	**-25.1%**

As displayed in the Table 15 above, we have surpassed our planned reduction in 2025, by an additional **25,1%** reduction (17,3% planned, 40,3% realized). This is primarily supported by purchase of green electricity for all company fleet and private vehicles, as well as the accelerated transition of company owned vehicles to electric vehicles.

Appendix A: LITERATURE

Stichting Klimaatvriendelijk Aanbesteden en Ondernemen (SKAO) (2020)**,** Handboek CO_2-Prestatieladder
URL: https://media.skao.nl/content/ska/skadownload/CO2Prestatieladder Handboek 3.1_22-6-2020.pdf

Stichting Klimaatvriendelijk Aanbesteden en Ondernemen (SKAO) (2025)**,** Handboek 4.0 CO_2-Prestatieladder
URL: https://www.co2-prestatieladder.nl/documenten/download-versie-4-0-trede-3/

Ecorys Nederland (2012), Privégebruik auto van de zaak.
Opdrachtgever: Vereniging van Nederlandse Autoleasemaatschappijen (VNA).

KNMI (2022): Datagegevens van het weer in Nederland,
URL: http://www.knmi.nl/klimatologie..

Nederlands Normalisatie-instituut (NEN) (2006a). NEN ISO 14064-1:2006, Greenhouse gases – Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.

Nederlands Normalisatie-instituut (NEN) (2006b). NEN ISO 14064-2:2006, Greenhouse gases – Part 2: Specification with guidance to the project level for quantification, monitoring and reporting of greenhouse gas emission reductions or removal enhancement.

Nederlands Normalisatie-instituut (NEN) (2006c). NEN ISO 14064-3:2006, Greenhouse gases – Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions.

Nederlands Normalisatie-instituut (NEN)

World Resources Institute & World Business Council for Sustainable Development (WRI & WBCSD) (2004). The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

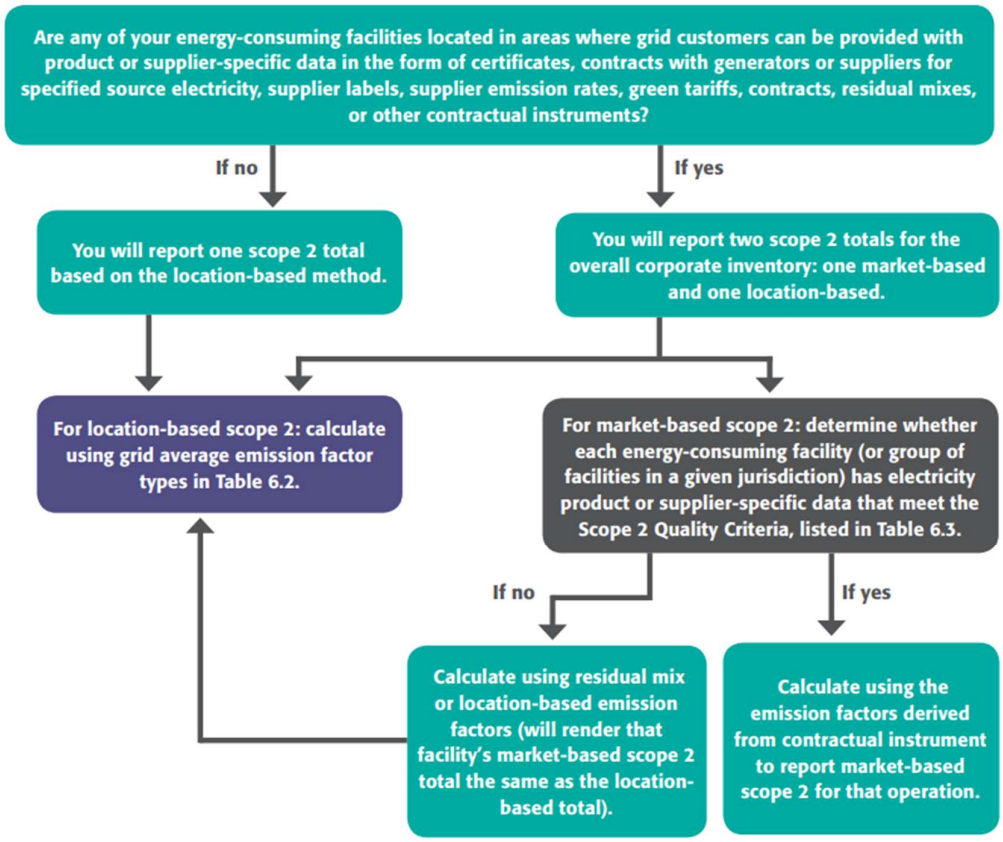
Appendix B: FURTHER ELABORATION ON METHODS AND PRINCIPLES

This appendix outlines the assumptions used for determining scope boundaries, operational control, obtaining energy data for buildings, fuel consumption for business travel (company cars, private cars, and flights), the number of employees, and the floor area of the buildings.

Scope 2 Accounting Method

To determine the appropriate accounting method to use for the Carbon Footprint report and associated CO_2 Emission Inventory, the following decision tree was sourced from the GHG Protocol Scope 2 Guidance document, and applied to the ANL Scope 2 data. As some ANL offices have ongoing Green electricity contracts, and the remainder of offices use GvOs for building electricity, supplier specific data cannot be sourced for every energy consuming facility, thus the market based and location based emissions are calculated using the location based emissions factors.

Figure 6.1 Determining which accounting methods to use for scope 2



Operational Control

The following four criteria were used to determine operational control over the various business units:

1. **No operating company** (only financial, no activities, and therefore no CO_2).
2. **No legal entity** (under IFRS, no legal entity and therefore no control).
3. **No personnel** (no ANL employees are employed).
4. **No decisive influence** (no significant interest or decision-making power in the business unit).

Based on the above criteria, ANL defines the entity as: **Arcadis Nederland BV, Chamber of Commerce 09036504, VAT NL006293700B13**.

Building Energy Data

The energy consumption of buildings is determined based on meter readings from invoices or manual readings of energy meters. If annual or monthly invoices are missing, or if the metered period does not align with the calendar year, annual consumption is calculated.

The assumptions for this calculation are as follows:

Natural gas consumption and heat supplied are calculated based on heating degree days, using a reference temperature of 18°C and average daily temperature.

a. For example, if the daily average temperature is 6.8°C, the number of heating degree days is 18 - 6.8 = 11.2.

Electricity consumption is calculated based on the average daily electricity usage.
For certain locations without invoices or reliable meter readings, natural gas and/or heat data are extrapolated based on previous data and heating degree days. For electricity consumption in storage facilities, missing data assumes 25 kWh/m².

Fuel Usage for Business Travel with Lease Cars

The number of lease cars for the reporting year is determined as the average of the number of lease cars on January 1st of the reporting year and January 1st of the following year (the year after the reporting year). The number of employees using lease cars is obtained from the personnel administration. Fuel data is retrieved through the online portals of the leasing companies (Arval and Alphabet).

Fuel purchased outside the fuel card system is included in the leasing companies' administration via expense claims. However, fuel purchased abroad for private trips cannot be claimed and is therefore not included in the fuel administration. The fuel cards are only valid within the Netherlands.

For calculating the fuel usage by lease cars, the following assumptions have been made:

The number of private kilometers driven with a lease car is estimated at 8.900 km per person per year. This estimate is based on research conducted by Ecorys Nederland on behalf of the Association of Dutch Car Leasing Companies (VNA).
To convert the kilometers driven into liters of fuel used, CO_2 emission factors for the average emissions per liter and per kilometer are used for the different fuel types. By dividing these values, the average number of kilometers per liter of fuel is calculated.
Additionally, for hybrid cars, an average fuel consumption has been calculated based on various hybrid car models. The consumption is then determined according to the composition of the hybrid fleet (e.g., the average consumption per liter for all types of the Toyota Prius has been calculated). Actual consumption data is sourced from the website www.ecotest.eu.

Fuel Usage for Business Travel with Private Cars

Fuel consumption for business travel using private cars is calculated based on mileage claims.

The kilometers driven in a reporting year are considered equal to the kilometers claimed in that reporting year. Data is collected annually in mid-February. Since it is possible to submit claims for the previous year after February, an overview of claims for the previous reporting year is also requested in February. The difference is included in the carbon footprint of the current reporting year.

Fuel Consumption for Business Air Travel

To calculate the number of flights and flight distances, data provided by VCK-travel is used. This information includes only the total flight distances for each trip. Since the CO_2 Performance Ladder uses CO_2 coefficients based on each start-stop distance, the trips are further manually broken down into individual start-stop distances. The distances are determined using information from www.travelmath.com.

Additionally, flight bookings are reviewed by cost centers, as some flights are booked on behalf of Arcadis Europe or Arcadis NV. These flights are not attributed to Arcadis Netherland (ANL) but are registered separately.

The calculation of the amount of CO_2 is based on the flight distances per ticket as provided by VCK-travel. These distances are determined in the same way as in previous reporting years.

To calculate the SAF-related CO_2 reduction for ANL, we determine the proportion of NL010 flights relative to the total distance flown by KLM and Air France worldwide. This proportion is then applied to the total SAF reduction provided, allowing us to quantify the CO_2 reduction attributable to the ANL business.

Fuel Usage for Business Travel via Public Transport

To calculate the CO_2 emissions from business travel using public transport, data provided by NS (Dutch Railways) is used. In 2025, the NS released a Mobility Dashboard, which has been used to obtain an overview of all public transport data. While the dashboard has largely simplified the data collection process, some additional assumptions have been made to correctly analyse business travel.

Using the NS Business Card, which every employee possesses, train travel kilometers are registered. Employees from OverMorgen record their public transport journeys using the Shuttle card. Additionally, some trips are made using Greenwheels, or other shared cars. These trips are also registered using the NS Business Card or Shuttle card.

Private usage is excluded from the analysis, by filtering out weekend travel in the NS train travel data. As Greenwheels and taxi usage is mostly associated with site and office visits, private usage is assumed to be negligible and no further assumptions have been applied to the data. For tram, bus, and metro trips, only the total distance and individual costs of the trip are known. Thus, to estimate the weekend usage and private travel of tram, bus and metro trips, it is assumed that **10%** of the total distance travelled is private usage.

Fuel Usage for International Train Travel

To calculate the CO_2 emissions from business travel via international train journeys, data provided by FCM-travel and ThrustCarbon is used.

Fuel Usage for Machinery

The amount of diesel and gasoline used for machinery at the Beilen site is obtained from invoices specifying the quantities. The electricity consumed by these machines is already included in the site's electricity consumption.

Number of Employees

The number of employees in the reporting year is equal to the flow (average) over the reporting year. This flow is requested semi-annually from Arcadis' financial administration. The employee count is reported in the carbon footprint in line with other annual reports for Arcadis Nederland B.V. (ANL).

The number of employees in a reporting year includes:

Employees with a formal employment contract, and
Temporary staff hired through secondment or staffing agencies.

Temporary staff are included in the employee count if their role is structural and they perform day-to-day operations indistinguishable from permanent employees. This applies when the temporary staff book their worked hours in ANL's regular time registration system. At the division level, temporary staff numbers are determined based on booked hours and are directly included in the workforce reporting figures.

Floor Areas of Buildings

The floor areas of buildings are expressed according to the NEN2580 methodology.

VVO = Usable Floor Area;
BVO = Gross Floor Area;

NVO = Net Floor Area: internal area excluding fixed walls, voids, and glass line corrections.
Refer to Figure 16 for illustrations.

For calculating energy consumption or CO_2 emissions per square meter of floor area, the usable floor area (VVO) is used. For locations where the VVO value is not available, it is derived from the gross (BVO) or net floor area (NVO). This is based on a practical average value where the VVO is equal to 0.88 times the BVO or net floor area.

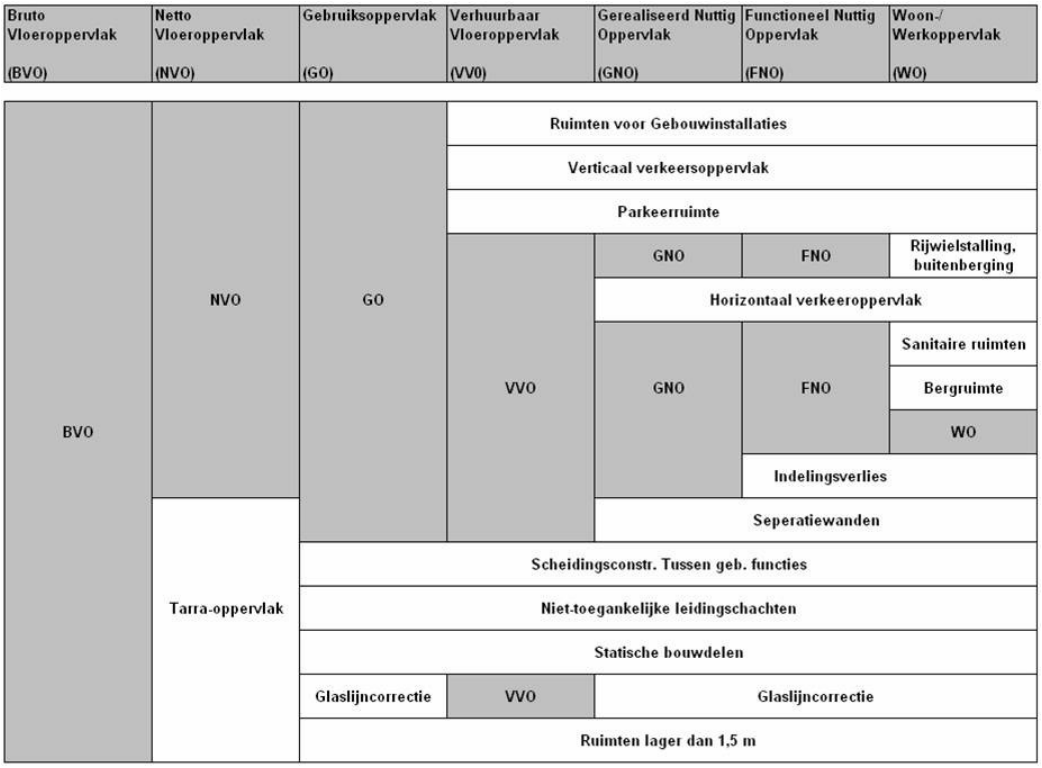


Figure 16 - Description of Floor Area according to NEN 2580

Appendix C: OVERVIEW AND FULLFILMENT OF CO_2-PERFORMANCE LADDER REQUIREMENTS

Requirement	Fullfilment
a) Description of the reporting organization	See 'About Arcadis', final page
b) Responsible person	See title page and colophon
c) Reporting period	See paragraph 1.3
d) Documentation of organizational boundaries	See paragraph 1.2
e) Documentation of reporting boundaries, including criteria established by the organization to determine significant emissions	See paragraph 1.2
f) Direct CO_2 emissions, in tCO_2-eq	See chapter 3 and paragraph 1.3
g) Description of how biogenic CO_2 emissions and removals are treated in the report	N/A
h) If quantified, direct CO_2 removals	N/A
i) Exclusions of GHG sources	See paragraph 1.3
j) Quantified indirect GHG emissions in tCO_2 equivalents	See chapters 4 and 5
k) Reference year	See paragraph 1.3
l) Changes in the base year or other historical data	See paragraph 1.3
m) Calculation methods and explanation of the choices	See Appendix B
n) Explanation of changes compared to previously used calculation methods	See paragraph 1.3
o) Reference/documentation of emission factors (or removal factors)	See paragraph 1.3
p) Description of the impact of uncertainties on the accuracy of emission data (and removal data)	See paragraph 1.4
q) Description of uncertainty analysis and results	See paragraph 1.4
r) Statement that the report has been prepared in accordance with ISO 14064-1	See paragraph 1.3
s) Statement regarding the verification of the emission inventory, including the level of assurance	See paragraph 1.3
t) The equivalence factors used (GWP values), including the source. If the GWP values do not align with the most recent IPCC report, include the emission factors or database reference, along with the source.	N/A

Colofon

ARCADIS NEDERLAND B.V. CARBON FOOTPRINT 2025
EXECUTIVE BOARD OF ARCADIS NEDERLAND B.V. ARNHEM

AUTHOR
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About Arcadis

Arcadis is a leading global design, engineering, and consultancy firm for natural and built assets. Founded in 1888 in the Netherlands, Arcadis has grown into a multinational company with a presence in over 70 countries, serving clients across diverse industries such as infrastructure, water, buildings, and the environment. The company's mission is to improve quality of life by creating sustainable and resilient solutions that address the challenges of urbanization, climate change, and resource scarcity.

At its core, Arcadis provides innovative solutions for the entire lifecycle of projects, from strategy and design to delivery and operations. The company is recognized for its expertise in areas such as environmental consulting, urban and regional development, water management, and infrastructure optimization. By combining its technical expertise with advanced digital tools and data-driven insights, Arcadis delivers tailored solutions that balance economic, social, and environmental needs.

Sustainability is a fundamental pillar of Arcadis' operations. The company is committed to helping clients reduce their environmental impact and achieve their sustainability goals, whether through carbon reduction strategies, renewable energy projects, or climate adaptation solutions. Internally, Arcadis sets ambitious goals to reduce its own carbon footprint and contribute to a more sustainable world.

With a diverse team of over 36,000 professionals worldwide, Arcadis fosters a culture of collaboration, innovation, and inclusion. By leveraging its global network and local expertise, the company works closely with clients to solve complex challenges and create lasting positive impacts on communities. From designing resilient cities to restoring ecosystems and ensuring safe water access, Arcadis is dedicated to shaping a better future for people and the planet.

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