PPN-0621 Carbon Reduction Plan Ireland 2026

1.0 Commitment to achieving Net Zero

Arcadis is committed to achieving Net Zero emissions across global operations by 2035.

2.0 Introduction

Arcadis have set a Science Based Target Initiative approved commitment, are part of the Pledge to Net Zero and UN Race to Zero campaigns. Due to acquisitions, business changes and office consolidations, Arcadis resubmitted Science Based Target plans in 2024. Furthermore, the 2019 baseline has been reviewed in line with the recent acquisitions and discussions have started on aligning future carbon reduction plans and projects.

As part of our commitment to achieving Net Zero emissions across our global operations, we have implemented a carbon management policy which has been signed off by Senior Management and cascaded throughout the organisation.

Arcadis is certified to ISO 14001 and maintain an integrated management system; within this we have objectives and targets that are reviewed and challenged each year and which demonstrate continuous improvement.

3.0 Baseline Emissions Footprint

Baseline emissions represent greenhouse gases produced prior to the implementation of reduction strategies and provide the reference point against which future emissions are measured. These figures are pre-pandemic, when operations reflected typical business activities, including office working, site work, and international travel. As such, they provide a representative baseline for comparison.

The carbon emissions baseline has been aligned with the Global business. The global approach has been to use Science Based Targets in demonstrating how we will meet the 1.5C reduction. The 2019 baseline has been restated to align with current organisational boundaries and methodology to ensure comparability.

EMISSIONS 2019	TOTAL (tCO_2e)
Scope 1	**41**
Scope 2 (location based)	**1,108**
Scope 3	Category 1 – 12,402 Category 2 - 59 Category 3 - 85 Category 4 - 0 Category 5 - 3 Category 6 - 460 Category 7 - 210 Category 8 - 15 - not considered material/relevant by Arcadis NV Total – **13,219**

EMISSIONS 2019	TOTAL (tCO_2e)
Total Emissions	**14,368**

4.0 Current Emissions Reporting

The dataset below uses data from the Sphera database which is populated globally as part of the Arcadis NV carbon footprint tracking and reporting activities and is externally audited as part of this process. This brings this document in line with Arcadis NV figures but does therefore show a deviation from previous CRPs.

Scope 2 emissions include estimated emissions associated with serviced buildings based on calculations against leased area.

Scope 3 categories 1- 4 are calculated using a spend-based methodology aligned to Arcadis NV and apportioned by FTE; these have been included in the table below. Water and waste data are now included in Sphera, and include estimations for serviced buildings and those where no data was previously available, therefore the data has changed from previous years that were taken from readings and documentation provided by the Workplace team.
Scope 3 categories 8-15 are excluded as deemed not material/relevant, under the reporting boundary.

EMISSIONS 2025	TOTAL (tCO_2e)
Scope 1	**5**
Scope 2 (location based)	**81**
Scope 3	Category 1 - 9,289 Category 2 – 26 Category 3 – 27 Category 4 - 0 Category 5 - 7 Category 6 – 321 Category 7 – 619 Category 8 – 15 – not considered material/relevant by Arcadis NV Total – **10,288**
Total Emissions	**10,374**

For information only

Scope	Emissions Source	2025 tCO_2e	2019 tCO_2e
Scope 2	Electricity Consumption [market based]	0	0
Scope 3 Category 7	Work From home	184	Not available

5.0 2025 Key Trends

2025 figures demonstrate an increase in some categories following a continued return to normal operations after the impact of the pandemic. A number of employees now have a global remit with associated increased international travel.

Other notable trends include:

- Scope 1 –
  - Change v 2024: -76.0%
  - Change v 2019: -87.4%
  - Driver: estate rationalisation and EV transition

- Scope 2 –
  - Change v 2024: -9.6%
  - Change v 2019: -92.7%
  - Driver: building efficiency and renewable electricity

- Scope 3 –
  - Change v 2024: -35.6%
  - Change v 2019: -22.2%
  - Driver: reduction in travel offset by increases

- Total Scopes 1, 2 and 3 –
  - Change v 2024: -35.5%
  - Change v 2019: -27.8%

Scope 2 - we have included the Scope 2 market-based emissions, to demonstrate our commitment in procuring green electricity where we are directly responsible.
Scope 3 Category 7 Work From Home emissions - we have included these separately as SBTi require us to exclude these from the target scope.

6.0 Emissions Reduction Targets

To continue our progress to achieving Net Zero, we adopted the following carbon reduction targets, in line with those of Arcadis NV.

Near-term targets (by 2025–2027)

- Purchase 100% renewable electricity for offices
- 35% reduction of Scope 3 (GHG) business travel related emissions by 2025 from 2019 base year
- Reduce flight emissions by 50% by 2025
- 70% reduction in absolute Scope 1 & 2 global GHG emissions by 2026

Medium-term targets (by 2029–2030)

- 45% Reduction in absolute Scope 3 global GHG emissions by 2029
- Transition fleet vehicles to electric by 2030

Long-term Net Zero target (2035)

- Net Zero across value chain by 2035 (≥90% reduction + residual neutralised)

Additional Environmental Targets

- 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

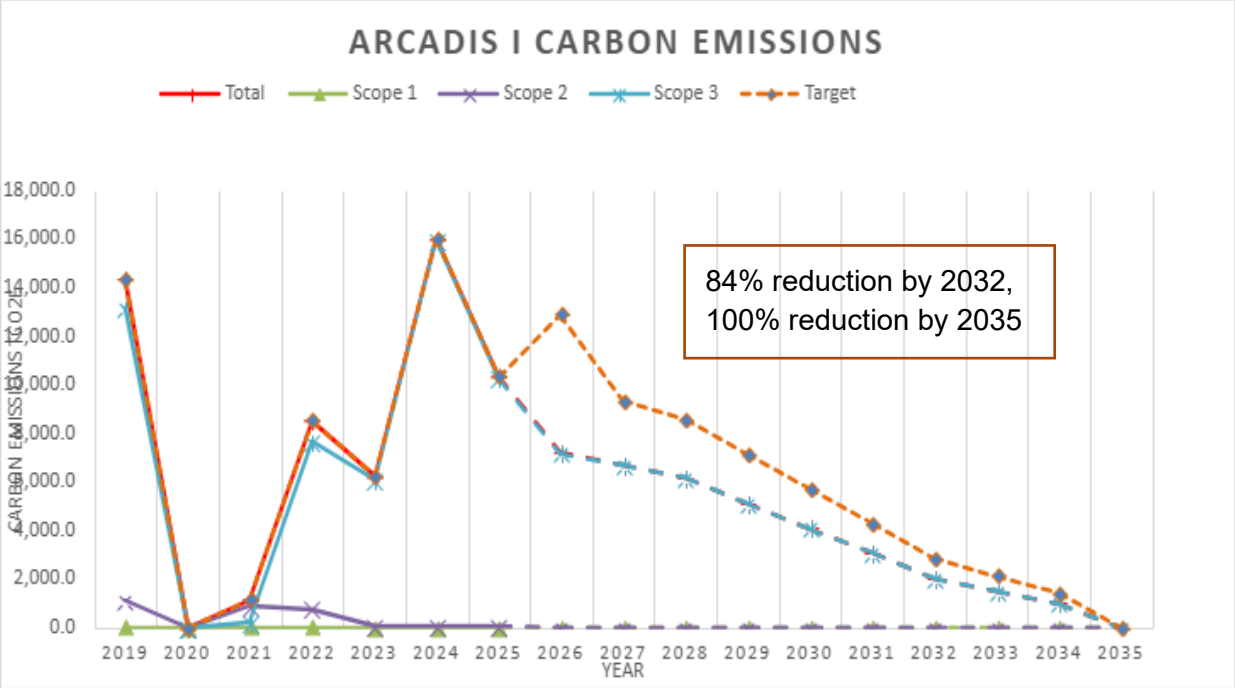
We project that carbon emissions will decrease to 16,003 tCO_2e by 2030.

We will review the Scope 3 categories and data used to ensure this figure is as accurate as possible.

We are working with our Supply Chain to reduce the emissions particularly associated with Category 1 (Purchased Goods & Services) and Category 2 (Capital Goods).

As we intend to reduce our emissions at source, and approach our target date, we are aware that the final percentage may become difficult to remove. Offsetting will only be used for residual emissions once all feasible reduction measures have been implemented. This will be completed as a larger Group activity.

Progress against these targets can be seen in the graph below:



7.0 Carbon Reduction Projects and Initiatives

In 2025, the following environmental management measures and projects have been identified in Ireland:

- **Operational (offices and procurement)**
  - We maintained certification as Designers of Projects in PAS2080 Carbon Management in Infrastructure, rolling out requirements across the whole of our business to ensure compliance for relevant projects
  - Where Arcadis is in control of procuring energy supply, renewable electricity is the preferred option, and we work with landlords to encourage the switch to renewable electricity. We continue to monitor all electrical usage in our offices, this enables us to monitor the cost and consumption for each office and identify any potential issues or opportunities. Arcadis NV currently procure offsets for all offices where renewable energy is not procured as part of a global initiative. (Scope 2&3).
  - Reducing the natural gas consumption in the office environment by 100% (Scope 1)

- Any office move that takes place where interim offices are required, we aim to use WeWork offices who have a sustainability policy and approach to each of their offices, so that we fulfil our obligations.
- We have continued to work hard to monitor and reduce our energy consumption and associated carbon emissions, particularly in our buildings, this is an initiative that began in 2020. This has seen a move in a number of our offices that were not as Carbon and Energy efficient as others.
- In April 2025, the Workplace team were outsourced, and the outsource provider is working with us to deliver sustainability activities to support our commitment to achieving Net Zero.

- **Travel**
  - Regularly report on emissions associated with travel providing updates that are cascaded throughout the business, to highlight areas for potential improvement (Scope 1 & 3)
  - Baseline figure established to verify 50% reduction in Air travel by 2025 (Scope 3)
  - Carbon budgets were implemented in 2024 and have been further developed in 2025 to help support our travel related targets. ELT cascading specific requirements.
  - Promoting the use of public transport, to achieve a 75% reduction in travel emissions, when engaging with clients and attending the office by 2030 (Scope 1&3)
  - Transition our company fleet to electric vehicles by 2030. This includes an expectation that hired vehicles will be electric wherever possible. (Scope 1&3)
  - Personal quarterly travel footprints for all individuals. (Scope 1 & 3)
  - A Global travel ban has been implemented which we monitor, and we encourage purposeful travel globally, challenging ourselves to think critically about the necessity of travel, the tools we have for virtual collaboration, and how we can positively contribute to the communities we engage with. (Scope 1 & 3)
- **Home working**
  - Encourage employees to attend their designated office at least once a week, and will monitor emissions associated with commuting through our annual commuting survey. (Scope 3)
- **Other Environmental Considerations**
  - Continue to review office space for opportunities to increase biodiversity
  - Our Climate Change Risk Review was created in 2023 and extended further in 2025 following discussions with the Head of Security UK

8.0 Future Plans

Workplace Facilities Team will carry out the following activities as part of their sustainability plan, including:

- Monitor and recording any energy saving activities
- Bi-annual monitoring of appliances not turned off when not in use
- Review any EPC reports for new properties or renewed and consider activities for plan in 2025
- Implement ESOS Action Plan initiatives, where appropriate

We are aware that travel emissions are a risk as we expand our overseas projects. We encourage purposeful project related travel globally, challenging ourselves to think critically about the necessity of travel, the tools we have for virtual collaboration, and how we can positively contribute to the communities we engage with.

We are also aware of our significant emissions within our supply chain and are working with them to reduce their emissions. We will also work with suppliers to improve our datasets and increase accuracy, by encouraging direct reporting of emissions rather than using sector average calculations.

There are a number of office closures planned in 2026, with the aim of reducing our Scope 1 and 2 emissions.

9.0 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Arcadis:

Peter Hogg – Country Director

Date: 25th September 2026

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard