Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Arcadis is the world's leading company delivering sustainable design, engineering, and consultancy solutions for natural and built assets. Established in 1888, we apply our deep market sector insights, and collective Design, Consultancy, Engineering, Program, Project and Cost Management solutions for our clients to deliver exceptional and sustainable outcomes.

At the end of 2022, we had 35,617 employees, were active in over 70 countries and generated €4 billion in revenues. Arcadis is headquartered in Amsterdam, the Netherlands, with a worldwide footprint anchored by leading positions in Europe, the Americas and Asia Pacific.

Through this network, we support our clients on a global basis. Our clients benefit from our strong local presence and our long-term service record on their behalf is rooted in a deep-seated understanding of local market conditions alongside global expertise in a variety of subject matters.

Our client base is diverse, ranging from public and private sector organizations to regulated institutions. We leverage our deep understanding of sustainability to deliver ground-breaking projects and solutions that create value for our clients and make positive contributions to the environment and society. Arcadis offers full lifecycle solutions for clients in most of the major markets including business advisory and consulting, architectural design, remediation, design and engineering, and program/project/cost management. Arcadis differentiates itself from competitors through key market sector insights, by deepening our market sector capabilities and by developing long-term client relationships and addressing our client's multi-faceted needs.

In terms of corporate governance, climate related issues at Arcadis are managed under the guidance of the Executive Board and the Executive Leadership Team. Arcadis' Global Sustainability Officer ("**GSO**"), appointed in March 2021, helps drive the company's strategy and deliver on its goal of making a significant, quantifiable, and positive contribution to sustainable development. The GSO reports directly to the Executive Leadership Team member responsible for Sustainability ("**ELTS**") and through this to the CEO.

Arcadis also has a Sustainability Committee ("**SusCo**"), a committee of the Arcadis Supervisory Board with the primary task of assisting and advising the Supervisory Board of Arcadis N.V. in the area of sustainability. The SusCo consists of three members of the Supervisory Board and meets on a quarterly basis with the CEO, the ELTS and the GSO. For the purpose of the SusCo, sustainability is defined as the various Environmental, Social, and Governance topics that demonstrate or measure the Company's commitment to improving quality of life. The SusCo assists the Supervisory Board by preparing the plenary discussion and decision-making by the Supervisory Board on major items within the SusCo's scope of work.

Early 2022 Arcadis changed its operating structure, in line with its 2021 - 2023 business strategy, to provide focus, global scale and strengthen the sustainable and digital offering to clients around the world. Arcadis transitioned from a country-led operating model, to collaborate across borders in 3 new global business areas: Resilience, Places and Mobility.

In July 2022 Arcadis furthermore announced the acquisition of Canadian headquartered IBI Group, a forward thinking, technology-driven design firm. This was followed in October by the announced acquisition of DPS Group, a full-service consultancy in the high growth and resilient life sciences and semiconductor manufacturing sectors. Both strategic acquisitions strengthen Arcadis' position in North America and Europe, drive growth of its combined solutions and help to focus and scale its operating model. This has also led to the creation of a fourth GBA: Intelligence.

This report is completed on behalf of the Arcadis group of companies (including CallisonRTKL, *Giftge* Consult GmbH , HydroNET, Arcadis IBI, Arcadis DPS and Arcadis Gen). Where responses are given on behalf of specific entities/countries/regions rather than globally, this is indicated in the specific response.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1, 2022

End date

December 31, 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

4 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

4 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

4 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Australia
Bahrain
Belgium
Brazil
Canada
Chile
China
Colombia
Croatia
Cyprus
Finland
France
Germany
Greece
Guatemala
Honduras
Hong Kong SAR, China
India
Ireland
Israel
Italy
Jordan
Malaysia
Mexico
Netherlands
Oman
Panama
Peru
Philippines
Poland
Portugal
Qatar
Romania
Saudi Arabia
Serbia
Singapore
South Africa
Spain

Sweden
Switzerland
Trinidad and Tobago
Turkey
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

EUR

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	NL0006237562

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues

Board-level committee	There are two Supervisory Board (“SB”) committees involved with sustainability, including climate-related issues. 1. SusCo To further institutionalize sustainability-related discussions at the Board level, the Sustainability Committee ("SusCo") meets on at least a quarterly basis and comprises three SB members. The CEO, the ELTS and the GSO are permanent guests. The SusCo advises the SB in the area of sustainability, assists the SB in fulfilling its responsibilities and prepares the plenary discussion and decision-making by the SB about the major items within the SusCo’s scope of work. The members of the SusCo may directly liaise with and advise the ELTS, the GSO and other people in the organization. The SusCo focuses on: a) the sustainability approach and culture of the Company; b) sustainability as a fiduciary duty; c) the linkage between the Company strategy and sustainability; d) the appropriate framework for non-financial reporting on sustainability; e) sustainability as an element of remuneration; f) the enhancement of sustainability in the Company’s organization; g) external positioning and the further development of positioning as a sustainable business in the market through thought leadership, etc., and earning the related recognition; h) the impact for clients through provision of services; i) opportunities and risks in the area of sustainability; j) the relationship with other ‘related topics’ such as Governance and Integrity; and k) other sustainability items/elements as determined from time to time. 2. AARC The Arcadis Audit and Risk Committee ("AARC") has oversight on risk management, among other topics, and comprises four SB members. Arcadis uses an Enterprise Risk Management ("ERM") system, the Arcadis Risk and Control ("ARC") Framework, to identify 16 key risks and opportunities, divided into three categories: Strategic, Operational and Compliance. Sustainability is included as an operational risk area, described as: “the risk that Arcadis does not contribute effectively to advancement of sustainable development either for its clients or within its own business”. The EB ensures that the ARC framework is functioning effectively through yearly review and Executive Leadership Team (ELT) members take ownership of mitigating identified key risks and pursuing opportunities. On a quarterly basis an update on the key risks is provided to the AARC.
Chief Executive Officer (CEO)	Sustainability, including climate-related issues, is at the heart of everything we do. It is an integral part of our business strategy, client offerings, and indirect operations. This means that from the leadership of our company, down to the Arcadians delivering projects for clients, sustainability is embedded in our organizational structure. Oversight of climate-related issues and decision-making for our strategy are owned by our ELT. Our CEO leads the ELT and has ultimate

	global ownership for the company's performance including any sustainability matters and integration of these issues. The CEO receives frequent updates about the progress of integrating sustainability into everything that we do, both from the ELT and the GSO. The CEO is also engaged in decision making matters as appropriate. An example of the CEO's influence and engagement in 2022 is the CEO's membership on the Executive Committee of the World Business Council for Sustainable Development ("WBCSD"). This group of 23 CEOs from corporations around the world is responsible for supervising the strategy and monitoring the effectiveness of operations, controls and governance of WBCSD. In this capacity, Arcadis' CEO is a leading voice contributing to the sustainable practices of all member companies of WBCSD. Another example of the CEO's influence and engagement is seen via regular leadership and C-suite meetings with and presentations to clients to encourage collaboration and accelerated action around climate change.
Other C-Suite Officer	Oversight of climate-related issues and decision-making for our strategy is owned by our ELT. At the end of 2022 the Arcadis Sustainability Steering Committee was dissolved and reporting lines for the Global Sustainability Officer were changed from the Chief Innovation Officer to the Chief Growth Officer. The Chief Growth Officer is a member of the Executive Leadership Team (ELT). While our CEO has ultimate global responsibility for the business in including sustainability matters, our ELT member responsible for sustainability ("ELTS") (also a C-suite officer) has sustainability in their portfolio and is responsible for ensuring progress aligned to our corporate ambition. Arcadis recently updated its Sustainability Strategy, which is under the ownership of the ELTS and ELT. Climate issue related decisions, including initiatives such as purchases of carbon offsets for our CO2e emissions (Scope 1, 2 & 3 - all measured scopes except purchased goods & services and capital goods) are being undertaken at a global level. In 2021, the ELT, CEO and ELTS implemented an enterprise-wide Environmental Management System ("EMS") to better structure our sustainability program, drive continuous improvement and bring data quality to a higher level. The implementation of an EMS supports Arcadis' management of climate-related risks. The ELTS works closely with the GSO and the GSO's team, providing support and guidance, and is a permanent guest in the SusCo.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain

Scheduled – some meetings	Other, please specify Reviewing and guiding business plans Setting performance objectives Monitoring implementation and performance of objectives Monitoring and overseeing progress against goals and targets for addressing climate-related issues	The Executive Board and ELT, under the supervision of the Supervisory Board, have overall responsibility for Arcadis' business strategy and risk management and control systems, and has 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 SusCo meets at a minimum on a quarterly basis to ensure that sustainability and climate-related issues are well-integrated into the company's strategy and performance. The ELTS, GSO and the Global Sustainability Team work together to identify, assess, and integrate sustainability topics and climate issues into periodic ELT and Executive Board meetings. Examples of those topics are: the review of sustainability strategy creation and targets, sustainability program development and implementation, sustainability-driven opportunities and directed business growth, including a focus on climate adaptation and mitigation as well as energy transition in our Global Business Areas, Resilience, Places, and Mobility. Similarly, possible risks and the management thereof are also monitored, including topics such as possible failure to measure and manage our environmental impact, reputational damage and not being able to be at the cutting edge of designing and delivering appropriate and effective sustainable solutions for clients. Our ARC framework is updated on a yearly basis and approved by the Executive Board and supported by ELT members. Members of the ELT own specific risk(s) to oversee mitigation in line with our risk appetite and integrate the four pillars from Arcadis' Strategy: People & Culture, Sustainable

		solutions, Digital leadership and Focus & Scale.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues
Row 1	Yes	Prior experience: the Chair of Arcadis' Sustainability Committee is a board member with significant climate and climate-industry linked expertise. He is the previous CEO of the Skanska UK business, and under his supervision the first industry tools for project impact assessment and reporting were developed. In his personal life and post-retirement he has continued to support climate forward infrastructure creation and has leveraged his network of sustainability experts to support the Arcadis team in the development of their strategy.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Developing a climate transition plan
Integrating climate-related issues into the strategy
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Other, please specify

CEO reports to, and frequently interacts with, the Supervisory Board. Also reports to our shareholders.

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

The CEO attends each meeting of the Sustainability Committee and is in frequent ad hoc contact with the members of that Committee. The CEO reports to our shareholders on sustainability related matters during the annual General Meeting.

Position or committee

Other C-Suite Officer, please specify

Executive Leadership Team member responsible for Sustainability ("ELTS")

Climate-related responsibilities of this position

Managing climate-related acquisitions, mergers, and divestitures
Developing a climate transition plan
Implementing a climate transition plan
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

More frequently than quarterly

Please explain

The ELTS attends each meeting of the Sustainability Committee and is in weekly contact with the CEO and in frequent ad hoc contact with the members of the Sustainability Committee.

Position or committee

Sustainability committee

Climate-related responsibilities of this position

Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

The Arcadis Sustainability Committee meets at a minimum on a quarterly basis to ensure that sustainability and climate-related issues are well-integrated into the company's strategy and performance. The Sustainability Committee advises the SB in the area of sustainability, assists the SB in fulfilling its responsibilities and prepares the plenary discussion and decision-making by the SB about the major items within the SusCo's scope of work.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Board/Executive board

Type of incentive

Monetary reward

Incentive(s)

Other, please specify

Restricted share units

Performance indicator(s)

Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.)

Incentive plan(s) this incentive is linked to

Long-Term Incentive Plan

Further details of incentive(s)

Since 2019, Arcadis has made sustainability a component of its executive remuneration by making it one of the three performance criteria for the long-term incentive remuneration for our EB and ELT members. The sustainability target is currently measured by reference to the score applied to Arcadis by Sustainalytics. The score is used to evaluate a company's exposures and performance, including climate-related issues such as energy, GHG performance/targets, assessment of event risks (e.g., acute physical events), amongst others. Score improvement also allows Arcadis to receive a discount on interest rates from some financial institutions. The Supervisory Board is responsible for setting the threshold, target, and maximum for the Sustainalytics score each year for a three-year period.

As the field of Sustainability is in continuous development, the Supervisory Board may select a different, but always best-in-class measurement method going forward.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The sustainability performance incentive creates accountability through transparent and measurable metrics. It embeds Arcadis' sustainability roadmap into the long-term incentive plan of the EB and ELT members who are responsible for delivery of our sustainability commitments.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	
Medium-term	3	10	
Long-term	10	20	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Risks & Opportunities are identified across the risk categories defined in the Arcadis Risk & Control framework (the ARC framework). Each year Arcadis performs a review of our risk universe and the corresponding ARC framework, reflecting developments in technology, society, legislation, geopolitics, the market & client landscape and business process changes within Arcadis, and makes adjustments as conditions evolve. These changes are approved by the Executive Board and communicated to the wider leadership team. The ARC framework currently identifies 16 risk categories, divided into three types – Strategic, Operational and Compliance. One of the risk categories is Sustainability (including climate-related risks). The framework also includes business controls which are supported by policies, standards, procedures and guidelines which target risk mitigation in accordance with Arcadis' risk appetite and the successful pursuit of the Arcadis strategy. The ARC framework is the cornerstone of Arcadis' risk management approach and supports Arcadis in embedding a more risk-conscious way of working in the organization.

Key Risks & Opportunities are assessed based on either their financial impact with respect to profit or liquidity, or the broader impact on strategy / business reputation. Financial impact is assessed based on the estimated impact on EBITA; 5 (very high) = EBITA impacted by more than the equivalent of a change of 1.5% in net margin, 4 (high) = 1-1.5%, 3 (medium) = 0.5-1%, 2 (low) = 0.2-0.5%, 1 (very low) = <0.2%.

Impact ratings are then combined with Probability assessments for each risk/opportunity, in order to derive probability-adjusted estimated impacts, which in turn are used to prioritise key risks and mitigation strategies.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

There are a number of aligned processes for identifying, assessing and responding to climate-related risks and opportunities:

(1) The Executive Board (EB) is responsible for Enterprise Risk Management (ERM), maintaining a comprehensive system of risk management and internal control, and for regularly reviewing its effectiveness. Risks are identified across the 16 risk categories defined in the Arcadis Risk & Control framework (the ARC framework). The ARC framework is the cornerstone of Arcadis' risk management approach and supports Arcadis in embedding a more risk conscious way of working in the organization. One of the risk categories is Sustainability (including climate-related risks). The ARC framework captures the key specific risks for Sustainability (including climate-related risks), together with mitigating controls to be applied across the business against each risk identified. The effectiveness of the controls is reviewed on an annual basis. Each year a risk workshop is held for Sustainability (including climate-related risks), to update the key risks facing the business and to refine mitigating actions for each risk.

(2) Arcadis has a dedicated Sustainability Committee ('SusCo'), formally established in May 2020, including three members of the Supervisory Board (SB). This committee is responsible for overseeing, at a high-level, Arcadis' performance against the sustainability (including climate) strategy.

(3) Members of the Executive Leadership team (ELT) are responsible for determining risk appetite and setting policies and procedures needed for appropriate redress of risks/opportunities. Climate-related Risk is the responsibility of our ELTS. This includes design of effective sustainable client solutions, winning work with clients, and effective performance on energy efficiency and GHG reduction targets via the global Sustainability strategy. This strategy was re-launched in 2021.

(4) The Sustainability Program, including the management of specific climate-related risks/opportunities, is the responsibility of the Global team led by the Global Sustainability Officer who directly reports to the ELTS.

(5) Risk Management Committee – Arcadis has a Risk Management Committee chaired by the CFO, that advises the EB and ELT on strategic, operational and global risk matters in the context of Arcadis' risk appetite.

(6) The Audit and Risk Committee - this is comprised of four members of the Supervisory Board (SB) and reviews and oversees the key risks identified as they pertain to the 16 risk categories.

(7) Climate related risk management is embedded in our global Environmental Management System Standard. The system ensures that any identified climate-related risks or opportunities are tracked and monitored. For example, GHG emissions and energy consumption are tracked through this system.

(8) Non-financial reporting improvements - Arcadis has set up a dedicated non-financial reporting team within its Finance function and has implemented a non-financial reporting

system to enhance the quality and assurance of its non-financial reporting. The company is rapidly increasing the number of indicators the system handles.

(9) Alignment to TCFD
Arcadis has improved the management of environmental targets and climate-related risks and opportunities over the past few years. We have committed to developing a climate-related management plan including environmental targets across our business operations. Below is a summary of the steps we have taken in 2022, as well as key planned future work.

In 2022:
• Received validation of Arcadis' 1.5°C-aligned climate target by SBTi
• Developed a climate management plan that seeks to:
– integrate climate-related risks and opportunities into risk management processes
• Following initial CSA:
– Identified material climate-related risks and opportunities
– Performed quantitative transition risk analysis based on risk and opportunity assessment
– Performed quantitative physical climate risk analysis for our top office and project sites

In 2023 (planned):
> Further formalize roles & responsibilities around climate-related risks & opportunities:
– Quantify climate related risks & opportunities for our resilience activities, particularly climate adaptation and mitigation
– Broaden board input to climate related risk & opportunity assessment processes
> Integrate the results of our qualitative and quantitative CSA into our ARC framework and development of our next
3-year growth strategy
> Apply to SBTi under the new Net-Zero Standard, taking into account our recent acquisitions and updated scope 3 inventory

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Arcadis is subject to regulations in the geographies in which it operates, with many existing and emerging regulations including climate-related issues such as energy and GHG reporting. As an example, the UK government requires compliance with non-financial reporting such as GHG, energy and other environmental topics through the SECR 2019 regulations. Arcadis faces penalties and fines, like any other company, for any non-compliance with regulations where applicable. Arcadis monitor

		such landscapes at country and global levels to ensure compliance with current regulations. In addition, if we are unable to develop the right solutions to address the regulations for our clients, we risk losing clients and project revenues.
Emerging regulation	Relevant, always included	Arcadis is subject to regulations in the geographies in which it operates, with many emerging regulations including on energy and GHG reporting. Regulations on carbon tax or cap-and-trade are inconsistently implemented across the globe. For example, some states/regions of the US have cap-and-trade programs although this is not pursued at the federal level. Arcadis faces penalties and fines, like any other company, for any non-compliance with regulations where applicable. As such, we monitor the horizon for such emerging regulatory risks at country and global levels. In addition, if we are unable to develop the right solutions to address the regulations for our clients, we risk losing clients and project revenues.
Technology	Relevant, always included	Technology and innovation are considered a very relevant risk for Arcadis. If we are unable to develop the right cutting edge sustainable solutions for our clients, we risk losing project revenues to our competitors. Our clients come to us for solutions in the climate-related area, both in terms of transitional and physical risks. We work to deploy effective, Practical solutions which require an evolving technological scene. Further, Arcadis has been embarking on a digitization journey that allows our company to act as a single entity, leveraging expertise from around the world and also using technology to drive forward efficiencies for our clients. For example, with the support of the Lovinklaan Foundation, Base Camp & Expedition DNA, two Learning & Development programs, enable each Arcadian to act upon sustainable / climate-related & digital client opportunities in an effective manner. It also facilitates the company to staff teams effectively when it comes to projects that require an innovative mindset and digital capabilities. For example, Arcadis has created a Compressed Air Transport and Storage System, known as eCATS. It uses redundant natural gas infrastructure to store renewable energy in cases of grid congestion - which occurs when transmission facilities do not have sufficient capacity to deliver the energy required - and restore this energy when needed. eCATS solves the problem of wasted surplus renewable energy, while maintaining the value of natural gas infrastructure. Arcadis and

		Emmett Green own the eCATS solution and are exploring this innovative concept with Siemens Energy as the preferred engineer and supplier of an eCATS-facility in the province of Drenthe. This will have a 60MWh capacity, which would far outstrip The Netherlands' current largest of 25MWh. By storing this energy, the country can continue to increase the proportion of power it uses from renewable sources.
Legal	Not relevant, explanation provided	We deem this risk type less relevant to Arcadis regarding climate-related risks. As Arcadis is primarily a design and engineering consultancy, material legal risks are related to mergers & acquisitions or non-compliance with contracts of joint venture performance. As a service provider, it is unlikely Arcadis will face litigation due to climate-related risks and opportunities.
Market	Relevant, always included	Arcadis continues to operate in a competitive market that is exposed to economic cycles, geopolitical shifts, societal and legislative change and the consolidation of client, competitor and supplier bases. In 2022 this included specific issues such as the latest initiatives in relation to climate change. If we see a large portion of our clients struggle with climate-related issues, but we fail to update our services accordingly, we may eventually lose project revenues to our competitors. If we foresee the growth for this type of services, we can prepare by hiring the right workforce and build on our relationships with our clients. For example, widespread electric vehicle (EV) adoption in the United States will play a key role in improving air quality and achieving net zero emissions by 2050. While EV sales have steadily increased in the past few years, the U.S. currently lacks the charging infrastructure needed to support the transition. The country is expected to require 1.7 million EV charging stations by 2030, though there are just 47,000 available today. Wallbox, a global electric vehicle charging and energy management provider, partnered with Arcadis to build its first U.S.-based charger manufacturing facility in Arlington, Texas to help close this gap. The completed manufacturing facility is now on track to produce 250,000 charging units by the end of its first few months, with the expectation that it will create over 500,000 units each year, as well as 250 green jobs in Arlington, by 2025.
Reputation	Relevant, always included	Reputational damage has a significant potential impact given the types of services we offer to the market. We need to continue to meet the multi-faceted needs and requirements of our multinational key clients which includes setting best practice in our climate impact (and external reporting practices) in order to maintain our reputation as a company that has a purpose of "improving quality of life". If we do not

		do this we may lose project revenues to our competitors. For example, the most important inland waterway in Flanders (Belgium), the Albert Canal, doesn't currently have enough capacity, due to the limited height and width of its bridges. This has been holding back the potential for inland navigation growth. To address the problem, Arcadis is supporting Flemish Waterway in raising the height of 31 bridges to 9.10 m above the canal level. This will allow ships to move through the canal with more shipping containers on board. Over the course of a year, this will amount to more than two million trucks being removed from the roads, which in turn will have a significant impact on reducing harmful CO2 emissions.
Acute physical	Relevant, always included	Extreme changes in temperature, floods and wildfires are becoming more commonplace with impacts being felt across the world. These events potentially affect the safety of our employees and access to our offices and project locations as well as the costs associated with our operations (e.g., energy spend). The structuring of our office leases & business operations mitigates these risks for Arcadis' operations. Such potential events also impact our clients and the solutions we offer to our clients. Acute physical risks may be addressed through Arcadis' design and consultancy, sustainability, energy, and asset management services. The risk is that we do not provide these services effectively enough to our clients, and thereby lose revenues. Arcadis offers solutions related to asset management and optimization, and in particular we have energy services to reduce costs and energy consumption, that take into account climate-related risks such as increased number of heating degree days (HDD) and cooling degree days (CDD). Increased HDD and CDD have caused increases in Scope 1 emissions and fuel costs for a number of our global clients.
Chronic physical	Relevant, always included	Events such as rising sea levels and chronic heat waves might, in the medium-long term, affect accessibility of offices and project locations. The structuring of our office leases & business operations mitigates these risks for Arcadis' operations.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Reputation

Increased stakeholder concern or negative stakeholder feedback

Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Company-specific description

Our ability to meet our net zero targets, and contribute to finding solutions and providing services to enable the net zero economy, will either improve our brand and reputation or potentially damage it, impacting our client relations and talent retention. Similarly with our ability to demonstrate integration of forward-looking climate resilience into our advisory, engineering and design services (e.g., climate adaptation, water optimization, nature-based solutions,
resilient ports).

Failure to deliver in these areas may generate negative press or client (or investor) feedback. Clients and investors are becoming increasingly concerned with the environmental performance of companies. Having environmental service offerings also means there may be increased scrutiny on Arcadis to act in a sustainable way. Having a certified ISO 14001 system in place is often a requirement to be able to work for key clients and Arcadis must maintain its current certifications to obtain work. Ultimately our project revenues may be impacted.

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

17,800,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Group Net Revenues in 2022 €3,019m. Risk of 6% reduction = €181.1m.
Effect on operating profit calculated based on operating margin 9.8% = €17.8m.

Cost of response to risk

1,000,000

Description of response and explanation of cost calculation

Costs to fully implement global environmental management system, driving effective measurement & reduction in carbon / environmental footprint. This is based on the incremental costs of recruiting Corporate / Business Area level resources, together with investments in software & systems.

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Upstream

Risk type & Primary climate-related risk driver

Market
Increased cost of raw materials

Primary potential financial impact

Increased indirect (operating) costs

Company-specific description

Along with generally high fuel prices in 2022, implementation of external carbon-pricing policies – such as taxes on aviation, energy, or fuel suppliers to drive the low-carbon transition or elimination of fuel subsidies – could impact Arcadis' expenses. Outside of energy-intensive sectors, economies are not currently directly exposed to carbon tax or market-based carbon prices. This analysis assumes the remit of those markets expands to cover all emitters. Where carbon is aggressively taxed, Arcadis' potential increase in costs from carbon price exposure could be in the range of €3.8m per annum in 2030 to €17m per annum in 2050 under a net zero scenario, with Scope 3 (business travel) accounting for most of the increase. Note: energy and carbon costs based on 2010 prices, following the NGFS standard methodology.

Time horizon

Medium-term

Likelihood

About as likely as not

Magnitude of impact

Low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

3,800,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Detailed calculation using NGFS standard methodology.

Cost of response to risk

250,000

Description of response and explanation of cost calculation

Arcadis has committed to reduce Scope 1 and 2 GHG emissions 74% per full time employee by 2035 from a 2019 base year. Arcadis also commits to reduce Scope 3 GHG emissions 74% per full time employee by 2035 from a 2019 base, focusing on business travel, fuel & energy related activities, commuting and working from home.

Comment

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Downstream

Risk type & Primary climate-related risk driver

Market

Changing customer behavior

Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Company-specific description

There are Risks to our planned Revenue growth, given the increased demand for services that support low carbon economy and climate resilience:
> Risk of not growing our own services appropriately or fast enough to meet clients' needs, allowing existing or new competitors to take greater market share.
> Not having enough resources to deliver services to support the transition could lead to a loss of market share and reputation.
> Loss of revenue from clients who fail or contract as a result of the rapid transition.

Failure to offer up-to-date and relevant sustainability solutions to the market is a risk to our business. There is a risk that Arcadis is not at the cutting edge of designing appropriate and effective sustainable solutions such as climate-related risks that our clients face. In addition, there is the risk that solutions are developed but fail in their actual delivery to clients compared to the promised outcomes. Arcadis is well-established as a leader in resilience, but this service is very competitive, and we must continuously evaluate whether our services, technology, and expertise fit increasing demands on climate-related solutions. As client requirements evolve in relation to sustainability requirements and aspirations, there is a risk that clients select sustainable solutions from our competitors. This could be for a number of reasons including brand awareness in this market, strength of solution design, and pricing.

Through our research Arcadis recognizes that the market is expanding rapidly on climate-related issues and we may lose out on such opportunities. According to Verdantix: "The US market for EHS services will grow from $15.7 billion in 2020 to $20.7 billion in 2024. The forecasted compound annual growth rate of 5.6% will be driven by increasing public focus on climate change, investor interest in ESG ratings, and growing vendor investment in digital technologies".

Time horizon

Medium-term

Likelihood

About as likely as not

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

17,800,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Group Net Revenues in 2022 €3,019m. Risk of 4% reduction = €120.8m.
Effect on operating profit calculated based on operating margin 9.8% = €11.8m.

Cost of response to risk

1,000,000

Description of response and explanation of cost calculation

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 Top 200 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.
The cost calculation is based on additional investments required to fund these activities. This is based on the incremental costs of recruiting Corporate / Business Area level resources.

Comment

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Markets

Primary climate-related opportunity driver

Access to new markets

Primary potential financial impact

Increased revenues through access to new and emerging markets

Company-specific description

There are significant opportunities for Arcadis to grow its Revenues due to an increased demand for services that support low carbon economy and climate resilience:

Potential increase in demand for services that support low carbon economy such as Energy Transition, Net Zero facilities and communities, etc.
• 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.
• Integration of sustainable, resilient and low emission solutions in our projects will strengthen our market differentiation.

Potential increase in demand for services that support resilience to physical climate risks such as climate adaptation,
environmental restoration, water optimization, resilient ports, etc.
• 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.

Through our research Arcadis recognizes that the market is expanding rapidly on climate-related issues and we may lose out on such opportunities. According to Verdantix: “The US market for EHS services will grow from $15.7 billion in 2020 to $20.7 billion in 2024. The forecasted compound annual growth rate of 5.6% will be driven by increasing public focus on climate change, investor interest in ESG ratings, and growing vendor investment in digital technologies".

Time horizon

Medium-term

Likelihood

Likely

Magnitude of impact

Medium-high

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

23,700,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Group Net Revenues in 2022 €3,019m. Opportunity of 8% increase = €241.5m.
Effect on operating profit calculated based on operating margin 9.8% = €23.7m.

Cost to realize opportunity

1,000,000

Strategy to realize opportunity and explanation of cost calculation

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 Top 200 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.

The cost calculation is based on additional investments required to fund these activities. This is based on the incremental costs of recruiting Corporate / Business Area level resources.

Comment

Identifier

Opp2

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Development of new products or services through R&D and innovation

Primary potential financial impact

Increased revenues through access to new and emerging markets

Company-specific description

Arcadis embodies the mantra “improving quality of life” and reflects this in the communities where we and our clients operate. We continue to put this mantra at the heart of everything we do, having sustainability (including climate-related issues), built into the client solutions we offer. We are constantly developing effective new solutions in the climate-related arena and leveraging new technologies.

For example, we explored the potential to update an existing tool which will allow us to determine the environmental impact (including CO2-emissions) of our remediation projects. Arcadis performs many environmental remediation projects annually so being able to quickly pinpoint which solution presents the least environmental impact can potentially make a big difference.

For example, in 2022 Arcadis launched a global initiative ‘Project Carbon’ that aims to embed carbon impact measurement into Arcadis building and infrastructure projects, to systematically identify and implement decarbonization opportunities for our client projects. Project Carbon brings together Arcadis experts from across all Global Business Areas, services and solutions to provide their insights into market and client needs, innovation opportunities and position Arcadis as a leader in delivering net zero client solutions.

For example, Arcadis has created a Compressed Air Transport and Storage System, known as eCATS. It uses redundant natural gas infrastructure to store renewable energy in cases of grid congestion - which occurs when transmission facilities do not have sufficient capacity to deliver the energy required - and restore this energy when needed. eCATS solves the problem of wasted surplus renewable energy, while maintaining the value of natural gas infrastructure. Arcadis and Emmett Green own the eCATS solution and are exploring this innovative concept with Siemens Energy as the preferred engineer and supplier of an eCATS-facility in the province of Drenthe. This will have a 60MWh capacity, which would far outstrip The Netherlands’ current largest of 25MWh. By storing this energy, the country can continue to increase the proportion of power it uses from renewable sources.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

17,800,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Group Net Revenues in 2022 €3,019m. Opportunity of 6% increase = €181.1m. Effect on operating profit calculated based on operating margin 9.8% = €17.8m.

Cost to realize opportunity

1,000,000

Strategy to realize opportunity and explanation of cost calculation

Arcadis has been embarking on a digitization journey that allows our company to act as a single entity leveraging expertise from around the world and also using technology to drive forward efficiencies for our clients. For example, with the support of the Lovinklaan Foundation, Base Camp & Expedition DNA, two Learning & Development programs, enable each Arcadian to act upon sustainable / climate-related & digital client opportunities in an effective manner. It also facilitates the company to staff teams effectively when it comes to projects that require an innovative mindset and digital capabilities. Expedition DNA has a specific module focused on Sustainability & climate change.

The cost calculation is based on additional investments required to fund these activities. This is based on the incremental costs of recruiting Corporate / Business Area level resources.

Comment

Identifier

Opp3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Markets

Primary climate-related opportunity driver

Access to new markets

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

Our ability to meet our net zero targets, and contribute to finding solutions and providing services to enable the net zero economy, will either improve our brand and reputation or potentially damage it, impacting our client relations and talent retention. Similarly with our ability to demonstrate integration of forward-looking climate resilience into our advisory, engineering and design services (e.g., Climate adaptation, water optimization, nature-based solutions,
resilient ports).

If we can deliver in these areas this may generate positive press or client (or investor) feedback. Clients and investors are becoming increasingly concerned with the environmental performance of companies. Having environmental service offerings also means there may be increased scrutiny on Arcadis to act in a sustainable way. 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.

Ultimately our project revenues can be increased by continuing to build our reputation in supporting positive climate-related developments.

Time horizon

Medium-term

Likelihood

More likely than not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

17,800,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Group Net Revenues in 2022 €3,019m. Opportunity of 6% increase = €181.1m.
Effect on operating profit calculated based on operating margin 9.8% = €17.8m.

Cost to realize opportunity

500,000

Strategy to realize opportunity and explanation of cost calculation

Costs to fully implement global environmental management system, driving effective measurement & reduction in carbon / environmental footprint. This is based on the incremental costs of recruiting Corporate / Business Area level resources, together with investments in software & systems.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

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

Publicly available climate transition plan

Yes

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

We have a different feedback mechanism in place

Description of feedback mechanism

Double materiality assessment is conducted every two years.
Investor relations regularly consults shareholders on climate related topics.

Frequency of feedback collection

More frequently than annually

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

ARCA-NETH-001-OFF Certificate Update.pdf

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy

Row 1	Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Transition scenarios NGFS scenarios framework	Company-wide		Net zero 2050 scenario Low carbon scenarios (1.5°C/ 2°C) - This scenario aligns with the IPCC Shared Socioeconomic Pathway (SSP) SSP1-RCP2.6. It aligns with Arcadis' ambition of aligning to 1.5-degree warming and represents the rapid decarbonization that is needed to avoid the worst impacts of climate change. In this scenario, impacts of transitioning to a low carbon economy are likely to be most impactful as governments worldwide commit to driving down emissions. Arcadis' Annual Integrated Report (AIR) presents a detailed list of the themes assessed with regards to risks and opportunities within each scenario; only one of them (Energy Source | Shift to Low Carbon Energy Sources) is presented in this report. Please refer to the AIR for more. Energy Source | Shift to Low Carbon Energy Sources Description - Opportunity to reduce its energy expenses from meeting net zero targets, reducing its energy use, reducing its real estate footprint in post-pandemic return-to-work. Potential financial impacts - Savings from avoided operational and capital expenses. Time horizon - Medium/Long term Potential impact - Fossil fuel exposure risks: Potential short term increase in renewable electricity prices due to demand increase to meet electrification needs. In the long-term, expect prices to decrease with the growth in the renewable energy market and improvements in technologies and battery storage solutions to meet net zero scenarios. - Cost of carbon exposure risk: Reducing emissions and energy use and shifting to renewables could reduce Arcadis' exposure to potential fossil fuel

			price fluctuations and exposure to changes in the cost of carbon. - Costs from shift in energy (electricity and gas) prices exposure: If Arcadis reduced its global electricity consumption by a quarter by 2050 this could translate into estimated operational savings of around €1.4 million/year across the five territories under the net zero scenario. Arcadis' response - Arcadis supports the aims of the Paris Agreement and Glasgow accords and has committed to reduce Scope 1 and 2 GHG emissions 74% per full time employee by 2035 from a 2019 base year. Arcadis also commits to reduce Scope 3 GHG emissions 74% per full time employee by 2035 from a 2019 base, focusing on business travel, fuel & energy related activities, commuting and working from home. Additionally, Arcadis committed to increase annual sourcing of renewable electricity from 6.8% in 2019 to 100% in 2022 and achieved that target.
Transition scenarios NGFS scenarios framework	Company-wide		The current policies scenario details: High carbon scenarios ('Business-as-usual'/4°C) - This scenario is aligned with IPCC SSP5-RCP8.5 where climate is expected to warm by at least 4°C by 2100. This scenario has been chosen as it is 'business as usual' with no policy changes and leads to growth in emissions, causing physical effects of climate change to be felt with greater severity. This scenario includes physical impacts of climate change that are likely to be most impactful, for example: high temperature increases, high rates of sea level rise, and increased frequency and intensity of extreme weather events. Arcadis' Annual Integrated Report (AIR) presents a detailed list of the themes assessed with regards to risks and opportunities within each scenario, but as there is a limited space in this field, only one of them is presented in this report, which is "Energy Source | Shift to Low Carbon Energy Sources". Please refer to the AIR for more. Energy Source | Shift to Low Carbon Energy Sources Description - Opportunity to reduce its energy expenses from meeting its net zero targets and

			reducing its energy use, as well as reducing its real estate footprint in post-pandemic return-to-work. Potential financial impacts - Savings from avoided operational and capital expenses. Time horizon - Medium/Long term Potential impact Fossil fuel exposure risks: Reduced exposure to potential future fossil fuel price fluctuations. Stable operational costs vs. business as usual, but higher operating costs vs. net zero scenario. Cost of carbon exposure risk: Reduced exposure to GHG emissions with less sensitivity to changes carbon cost. Costs from shift in energy (electricity and gas) prices exposure: If Arcadis reduced its global electricity consumption by a third by 2050 this could translate into estimated annual operational savings of €1.8 million by this year under the current policies scenario. Arcadis' Response - Arcadis supports the aims of the Paris Agreement and Glasgow accords and has committed to reduce Scope 1 and 2 GHG emissions 74% per full time employee by 2035 from a 2019 base year. Arcadis also commits to reduce Scope 3 GHG emissions 74% per full time employee by 2035 from a 2019 base, focusing on business travel, fuel & energy related activities, commuting and working from home. Additionally, Arcadis committed to increase annual sourcing of renewable electricity from 6.8% in 2019 to 100% in 2022 and achieved that target.
Physical climate scenarios Customized publicly available physical scenario	Company-wide	1.6ºC – 2ºC	Physical climate risks SSP1-2.6 (1.8°C) - Sustainable Development Scenario [Historical Baseline + every 5 years, 2020-2100] To understand the potential impact of climate change on its physical assets, Arcadis contracted a third party company specializing in climate risk analysis. The results were reviewed and synthesized by our Sustainability Advisory team. The analysis was performed by looking at 124 Arcadis offices (all leased properties), selected on the basis of highest number of FTEs, 44 offices in use by Arcadis IBI, and 86 of the largest project sites based on net revenue generated. Although our properties are all leased, this analysis was

			performed to understand our potential vulnerabilities from an in-office business continuity standpoint. At the same time, Arcadis has demonstrated throughout the COVID crisis that an office base is not a necessity for business continuity on the short term for our operations. In total, eight climate peril metrics were part of the analysis: Wind; Heat; Flood; Cold; Precipitation; Wildfire; Convective storm; Drought. Data refinement methodology: Data was filtered to include offices and projects that had an “All Peril Present-day Hazard Score” equal to or exceeding 50. This score is a composite and normalized globally; the peril scores and peril parameters (e.g., flood depth) were intersected to understand the level of mitigation that would be required. Sensitivity charts summarized the results and are an important input for our Risk and Global Real Estate team to address risk mitigation and business continuity issues. Arcadis’ response - Arcadis has a Global Crisis Response Plan, that 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. It addresses business continuity with a specific methodology and with dedicated Crisis Response Teams in the different regions. This includes any climate-related topics of a short-term nature.
Physical climate scenarios Customized publicly available physical scenario	Company-wide	2.1ºC - 3ºC	SSP2-4.5 (2.7°C)- Middle of the Road [Historical Baseline + every 5 years, 2020-2100] To understand the potential impact of climate change on its physical assets, Arcadis contracted a third party company specializing in climate risk analysis. The results were reviewed and synthesized by our Sustainability Advisory team. The analysis was performed by looking at 124 Arcadis offices (all leased properties), selected on the basis of highest number of FTEs, 44 offices in use by Arcadis IBI, and 86 of the largest project sites based on net revenue generated. Although our properties are all leased, this analysis was performed to understand our potential vulnerabilities

			from an in-office business continuity standpoint. At the same time, Arcadis has demonstrated throughout the COVID crisis that an office base is not a necessity for business continuity on the short term for our operations. In total, eight climate peril metrics were part of the analysis: Wind; Heat; Flood; Cold; Precipitation; Wildfire; Convective storm; Drought. Data refinement methodology: Data was filtered to include offices and projects that had an “All Peril Present-day Hazard Score” equal to or exceeding 50. This score is a composite and normalized globally; the peril scores and peril parameters (e.g., flood depth) were intersected to understand the level of mitigation that would be required. Sensitivity charts summarized the evaluation and are an important input for our Risk and Global Real Estate team to address risk mitigation and business continuity issues. Arcadis’ response - Arcadis has a Global Crisis Response Plan, that 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. It addresses business continuity with a specific methodology and with dedicated Crisis Response Teams in the different regions. This includes any climate-related topics of a short-term nature.
Physical climate scenarios Customized publicly available physical scenario	Company-wide	4.1ºC and above	SSP5-8.5 (4.4°C)- Fossil Fuel Driven Scenario [Historical Baseline + every 5 years, 2020-2100] To understand the potential impact of climate change on its physical assets, Arcadis contracted a third party company specializing in climate risk analysis. The results were reviewed and synthesized by our Sustainability Advisory team. The analysis was performed by looking at 124 Arcadis offices (all leased properties), selected on the basis of highest number of FTEs, 44 offices in use by Arcadis IBI, and 86 of the largest project sites based on net revenue generated. Although our properties are all leased, this analysis was performed to understand our potential vulnerabilities from an in-office business continuity standpoint. At the same time, Arcadis has demonstrated

			throughout the COVID crisis that an office base is not a necessity for business continuity on the short term for our operations. In total, eight climate peril metrics were part of the analysis: Wind; Heat; Flood; Cold; Precipitation; Wildfire; Convective storm; Drought. Data refinement methodology: Data was filtered to include offices and projects that had an “All Peril Present-day Hazard Score” equal to or exceeding 50. This score is a composite and normalized globally; the peril scores and peril parameters (e.g., flood depth) were intersected to understand the level of mitigation that would be required. Sensitivity charts summarized the evaluation and are an important input for our Risk and Global Real Estate team to address risk mitigation and business continuity issues. Arcadis’ response - Arcadis has a Global Crisis Response Plan, that 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. It addresses business continuity with a specific methodology and with dedicated Crisis Response Teams in the different regions. This includes any climate-related topics of a short-term nature.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

Arcadis understands and supports the global effort to create a more circular and sustainable economy and world. This is a journey in which Arcadis can play a leading role for a better future for generations to come. Climate action forms a key business priority within our 2021 – 2023 Strategy ‘Maximizing Impact’ and our ambition is to be improving quality of life by accelerating the transition to net zero. We do this both for our own operations as well as for our clients. Our focal questions center on better understanding both the risks and the opportunities that result from the changes in our climate and how we may address those developments in our business operations, our work for clients as well as in our strategy going forward.

Results of the climate-related scenario analysis with respect to the focal questions

For operations: Arcadis is committed to achieve net zero greenhouse gas emissions (NZ). The commitment will reduce scope 1, 2 and 3 emissions in line with the Science Based Targets initiative supporting the Paris Agreement. The goal is to limit global warming to 1.5°C compared to pre-industrial levels by 2050. Our GHG reduction commitments across scope 1, 2, and 3 GHG emissions were approved by SBTi in February 2022.

For clients: Arcadis is committed to driving the identification and implementation of climate mitigation and adaptation approaches across all our services and solutions and standardizing them in our operating procedures. Arcadis has committed to support our client's climate plans through the services and solutions and through Sustainability Advisory services we offer to clients. Our sustainability efforts are aligned with the UN Sustainable Development Goals (SDGs). We recognize their importance to businesses and governments and aim to make a positive contribution to them through our work.

TCFD Roadmap
Arcadis has improved the management of environmental targets and climate-related risks and opportunities (CRRO) over the past few years. We recognize that we can build on these priorities further to continue enhancing our approach and strengthen the quality of our reporting. We commit to developing a climate-related management plan including environmental targets across our business operations. Below is a progress summary:

2021
• Submitted a SBTi 1.5°C aligned climate target for verification
• Redefined global sustainability strategy to reach NZ
• Began to undertake qualitative Climate Scenario Analysis (CSA)
• Finalized outputs from qualitative CSA used to inform Arcadis' CRRO list
• First TCFD disclosures included in Annual Integrated Report
• Workshop with ELT and Global Business Area leadership to identify CRRO to accelerate a transition to NZ
• Achieved a B score in CDP Climate change questionnaire

2022
•Received validation of Arcadis' 1.5°C-aligned climate target by SBTi
• Developed a climate management plan that seeks to integrate CRRO into risk management processes
• Following initial CSA: Identified material climate-related risks and opportunities; Performed quantitative transition risk analysis based on risk and opportunity assessment; Performed quantitative physical climate risk analysis for our top office and project sites
• Achieved an A- score in CDP Climate change questionnaire

2023 (in progress)

• Further formalize roles & responsibilities around climate-related risks & opportunities: Quantify climate related risks & opportunities for our resilience activities; Broaden board input to climate related risk & opportunity assessment processes
• Integrate the results of our qualitative and quantitative CSA into our ARC framework and development of our next
3-year growth strategy
• Apply to SBTi under the new NZ Standard, taking into account our recent acquisitions and updated scope 3
inventory

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Description: Opportunities for revenue growth from increased demand for services that support low carbon economy and climate resilience. Potential financial impacts: Impact on revenue from shift in demand for products and services Time horizon for significant impact: Medium/Long term Net Zero Scenario Opportunities: Potential increase in demand for services that support low carbon economy such as Energy Transition, Net Zero facilities and communities, etc.; 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 leading the energy transition or enabling low carbon future; Integration of sustainable, resilient and low emission solutions in our projects will strengthen our market differentiation. Risks: Loss of clients based on the work or perceived work done with heavy emitting sectors, loss of revenue from clients who fail or contract as a result of the rapid transition; Risk of growing our own services appropriately or fast enough to meet clients' needs, allowing existing or new competitors to take greater market share; Not having enough resources to deliver services to support the

		transition could lead to a loss of market share and reputation and inability to sustain business growth. Current Policies Scenario Opportunities: Potential increase in demand for services that support resilience to physical climate risks such as climate adaptation, environmental restoration, water optimization, resilient ports, etc.; 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. Risks: Loss of clients and revenue from clients who lose economic viability due to physical risks; Not having enough resources and trained staff to deliver services to support climate resilience and physical risk adaptation services. Arcadis' response 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.
Supply chain and/or value chain	Yes	Responsible and sustainable procurement has been recognized as a material theme for Arcadis. We are further developing our Sustainable Procurement Program and building an impact-based approach. In 2022, these developments included, but were not limited to: • A small-scale Supplier Sustainability Collaboration Pilot as a basis for larger scale collaborations. This pilot paved the path to larger scale deep diving on points 2 and 3. • Reviewing and reducing our greenhouse gas impact through our supply base. Further development of our Scope 3 analysis, reporting, and reduction focuses on purchased goods and services. A Supplier Collaboration program on reduction of our Scope 3 impact is being developed . • Growing our phased Human Rights approach based on our Human Rights policy and roadmap addresses the supply chain in alignment with the United Nations Guiding Principles on Business and Human Rights. • Risk assessments on procurement category level help us identify possible environmental and human rights risks. Measures for risk mitigation include: – internal training of our (procurement) community for higher awareness; – engagement of AI-monitoring services help us to trace

		potential non compliances in our supply base; – the extension for suppliers to raise concerns through an Integrity Line. Training of our international procurement community to familiarize key stakeholders in this community with external sustainability developments and internal tools. 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 outlines the collaborative approach we aim for with our supply base. It also details Arcadis' expectations that suppliers need to meet regarding ESG topics. To strengthen our approach, we follow ISO20400 guidelines for the planning and implementation of sustainable procurement and the Arcadis Risk & Control framework regarding Third Party Management includes internal guidelines to engage with suppliers.
Investment in R&D	Yes	In line with our business strategy launched in 2020, Arcadis has made significant investment in market research, client interviews, industry-wide network organizations, internal teams & capability development, business development, and digital and innovation to drive sustainability innovation in the services we deliver. Arcadis continues its membership with the WBCSD, which it has held since 2014. Our Global CEO, Peter Oosterveer continued to serve as an Executive Committee member until March 2023. The position is then vacant and will be filled by a new candidate at the next ExCo meeting in June 2023. Our CEO nominee will be included on the selection list for vacant positions under consideration as part of the June meeting. Arcadis is one of 220 members, who collectively account for 20% of the world's Greenhouse Gas (GHG) emissions and, thus, have a significant impact in influencing and leading on net zero goals. Our membership allows Arcadis to learn, collaborate, and advocate with other global organizations for progress on the most pressing sustainability issues for our world. Arcadis sits on the WBCSD Built Environment and Mobility Pathway Boards, and in 2022 developed thought leadership on Climate Recovery at COP27, EV infrastructure, Healthy People Healthy Business, transition to zero emissions framework, nature & biodiversity, H2Zero hydrogen and others.
Operations	Yes	Climate related risk management is embedded in our global EMSS. The system ensures that any identified climate-

		related risks or opportunities are tracked and monitored. During 2022, we conducted a quantitative Climate Scenario Analysis, starting with a detailed review of the risks and opportunities climate change poses for the business. The identified physical and transition risks were socialized with internal stakeholders and used as a basis for further CSA. Targets/Progress: Target: Current 1.5°C Science Based Target (-74% vs 2019 in scope 1+2; and -74% vs 2019 in scope 3) // Deadline: 2035 // Progress: In Feb2022, Arcadis received approval of its science-based targets from the SBTi to reduce its emissions in line with a 1.5°C climate scenario. Our intensity-based targets cover scope 1 and market-based scope 2 combined, and scope 3 emissions separately. In 2022 we conducted a detailed review of both the relevance of all scope 3 categories to our business and our methodologies for calculating relevant categories and, thus, expanded our inventory to include additional scope 3 categories. We plan to resubmit our GHG reduction target to SBTi for approval. Target: Offsets program // Deadline: 2020 // Progress: 100% of Arcadis' footprint (except purchased goods and services) were offset in 2022. Target: Reduction of Scope 1 & 2 global GHG emissions by 45% from 2019 base year // Deadline: 2025 // Progress: In 2022, Arcadis' estimated scope 1 & 2 emissions have reduced by ~70% compared to the base year. This means we have been achieving this target since 2021. Target: Reduction of scope 3 (GHG) business travel related emissions by 35% from 2019 base year // Deadline: 2025 // Progress: In 2022, Arcadis' estimated scope 3 business travel emissions intensity is 50% lower versus base year, even though these are ~70% higher versus 2021. This means we keep having also achieved this target since 2021. The increase versus 2021 is mainly due to softned travel restrictions. The proportion of our reduction measures in this overall decline is hard to determine due to the COVID-19 pandemic. Target: Significantly contribute to UN SDGs // Deadline: Ongoing // Progress: In 2022 >80% of total revenue is from projects that aid the SDGs. Target: Environmental non-compliance // Deadline: Ongoing // Progress: There wereno environmental non-compliances in 2022.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Capital allocation Acquisitions and divestments Assets	Based on climate-related risk and opportunity planning exercise, we identified several elements that were influenced by climate-related risks and opportunities. 1) Acquisitions and divestitures: In 2022, we concluded the acquisition of Giftge Consult strengthening further our position in the energy transition market. We have also announced the acquisition of DPS, strengthening further our position in sustainable manufacturing – particularly Life Sciences and Chip Manufacturing; the acquisition of HydroNet (digital water) and IBI Group (sustainable & digital/intelligent urbanism). 2) Assets and direct costs: As a service provider, Arcadis does not have many owned assets. However, we view our leased office space and computer hardware as a key asset. We have seen climate change impact our staff's ability to travel to the office (e.g., wild fires in Australia, flooding in the Philippines, freezing temperatures in southern USA) and, thus, make sure that Arcadis employees have the ability to work from home safely in the event of climate change impacts/extreme weather events. We also conducted a biodiversity footprint assessment of our offices to determine baseline, targets and actions in line with Science Based Targets for Nature. 3) Revenues: Our business strategy and revenue-earning projects are largely based on the ability of Arcadis to generate revenue from supporting programs that mitigate or protect our clients from a changing climate. 4) Capital allocation: The strong results, with healthy organic and profitable growth and record net revenue and backlog, allowed us the opportunity to continue with our investments in sustainable solutions, digital capabilities, and people – with company-wide programs like Sustain Abilities, a sustainability upskilling e-learning program developed in 2022 and launched in early 2023, that helps build the capacity and knowledge around climate change and sustainable delivery across the organization ,and Base Camp, another company-wide program designed to foster both sustainable and digital approaches within our projects.

C3.5

(C3.5) 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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	Yes, we identify alignment with both our climate transition plan and a sustainable finance taxonomy	At both the company and activity level

C3.5a

(C3.5a) Quantify the percentage share of your spending/revenue that is aligned with your organization's climate transition.

Financial Metric

Revenue/Turnover

Type of alignment being reported for this financial metric

Alignment with a sustainable finance taxonomy

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Objective under which alignment is being reported

Total across all objectives

Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)

531,000,000

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

13

Percentage share of selected financial metric planned to align in 2025 (%)

13

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

13

Describe the methodology used to identify spending/revenue that is aligned

Arcadis' services enable other companies to be more sustainable, as in the example of construction or maintenance works. Since Arcadis is almost never engaged in the latter activities, the actual list of taxonomy activities relevant to Arcadis is very narrow. It is important to note that although Arcadis has sustainability in the core of its strategy, many of its advisory activities such as Project and Program management, Design and Engineering, Contract Solutions, Commercial and Procurement strategies, and many more do not fit in the EU Taxonomy, as Arcadis does not carry out the actual construction works. Though Arcadis' designs and plans are key to determining whether the environmental objectives are likely to be achieved for its clients, due to Taxonomy

eligibility requirements, this work often does not accrue under the final eligible economic activity totals.

Arcadis classifies its value propositions through Solutions. At project start, projects are tagged in the ERP system which allows categorization of each project by Global Business Area, by Solution, and or by type of Service. Each Solution at Arcadis has been screened in joint efforts with the Solution leaders to identify possible eligible activities. Where necessary, further detailed analysis took place with help of e.g., project managers, finance staff and other relevant stakeholders. This analysis was carried out jointly by the Global Accounting Officer responsible for the disclosure of the Annual Integrated Report, the Global Growth Finance Director of GBA Mobility, and the Non-Financial Reporting Director. Submission preparation was done in close alignment with our external auditor, PwC. Official submission of our EU Taxonomy assessment is presented on page 88 and further of our 2022 Annual Integrated Report, which was in total reviewed and signed off by PwC.

Financial Metric

CAPEX

Type of alignment being reported for this financial metric

Alignment with a sustainable finance taxonomy

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Objective under which alignment is being reported

Total across all objectives

Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)

60,000,000

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

38

Percentage share of selected financial metric planned to align in 2025 (%)

38

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

38

Describe the methodology used to identify spending/revenue that is aligned

Total capital expenditures used as a denominator for the calculation of the Taxonomy CapEx KPI amounts to €160M, 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.

Acquisition and ownership of buildings

For buildings to demonstrate compliance with the substantial contribution criteria, adequate evidence was examined to prove that the buildings have at least an Energy Performance Certificate (EPC) class A, or as an alternative that they are within the top 15% of the national or regional stock. For projects based outside the EU, and for EU countries with no solid national classification, the analysis was based by using the French threshold. For activity (7.7), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Transport by motorbikes, passenger cars and light commercial vehicles
All leased fleet vehicles with CO2 emissions lower than 50kgCO2/km (electric and hybrid (PHEV) vehicles) were considered meeting the substantial contribution criteria. Screening of the circular economy DNSH was conducted regarding end of life use and waste management, while all European vehicles are compliant with EU directives regarding eco-design and pollution prevention.

Financial Metric

OPEX

Type of alignment being reported for this financial metric

Alignment with a sustainable finance taxonomy

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Objective under which alignment is being reported

Total across all objectives

Amount of selected financial metric that is aligned in the reporting year (unit currency as selected in C0.4)

4,000,000

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

0

Percentage share of selected financial metric planned to align in 2025 (%)

0

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

0

Describe the methodology used to identify spending/revenue that is aligned

EU Taxonomy has specific definitions for Opex that differ from mainstream finance principles in accounting. As we found total operating expenditures fitting into the EU Taxonomy definition amounted to €4 M (corresponding to Research and Development, and Operation and Maintenance expenses only).
This amount being not significant compared to the total OpEx of Arcadis Group (€3,802 M as of 31 December 2022), the Group used the materiality exemption for the OpEx.

The amount of Taxonomy eligible OpEx is considered as null.

C3.5b

(C3.5b) 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.

Economic activity

Infrastructure for rail transport

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Taxonomy Alignment

Taxonomy-aligned

Financial metric(s)

Turnover

Taxonomy-aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

421,000,000

Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

10

Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

100

Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

0

Taxonomy-eligible but not aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned CAPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned OPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned OPEX from this activity as % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change mitigation as a % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change adaptation as a % of total OPEX in the reporting year

Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

Type(s) of substantial contribution

Activity enabling mitigation

Calculation methodology and supporting information

All projects under the Intelligent Rail Solutions are mostly Design & Engineering (D&E) projects for railways, subways, bridges, tunnels, stations, terminals, or rail service

facilities. The total turnover associated with the list of projects inside this Solution is found eligible under activity “6.14 Infrastructure for rail transport” in the Climate Mitigation objective.

Technical screening criteria met

Yes

Details of technical screening criteria analysis

All substantial criteria have been examined, while DNSH criteria related to circular economy and pollution have been judged non-applicable for activity (6.14) given that Arcadis is a Design & Engineering firm never involved in actual works. Arcadis, consequently, does no significant harm to the transition to a circular economy nor to pollution prevention and control.

Do no significant harm requirements met

Yes

Details of do no significant harm analysis

Please refer to item "Details of technical screending criteria analysis", answer copied below:
All substantial criteria have been examined, while DNSH criteria related to circular economy and pollution have been judged non-applicable for activity (6.14) given that Arcadis is a Design & Engineering firm never involved in actual works. Arcadis, consequently, does no significant harm to the transition to a circular economy nor to pollution prevention and control.

Minimum safeguards compliance requirements met

Yes

Details of minimum safeguards compliance analysis

Arcadis is aligned to all minimum safeguards requirements pursuant to Article 3 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, as well as the ILO Declaration and 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.
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. Our operations and strategy reflect the UNGC principles, and our membership to UNGC is a statement of our commitment and our ambition to be a sustainability leader.
Human Rights Due Diligence
Arcadis made progress on implementing a human rights due diligence process in order to prevent, mitigate, and remediate any negative human rights impacts caused by, contributed to, or linked to our business activities. An updated Human Rights Policy was published in 2021 detailing our long-term strategy towards implementing the due diligence process.
Anti-corruption

Arcadis has embedded its commitment to preventing corruption by developing specific anticorruption guidelines that are an integral part of the Arcadis Code of Conduct.
Taxation
Arcadis' commitment to sustainability, our core values and the AGBP form natural and essential foundations of our approach to tax which is laid down in the Arcadis Tax strategy and principles as published on our external website. Arcadis has also endorsed the VNO-NCW Tax Governance Code, which is largely aligned with the Arcadis Tax strategy and principles. Progress on our commitment to fully comply with this Tax Governance Code will be published on our website.
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 form an integral part of the Arcadis Code of Conduct.
Legal Monitoring
Arcadis closely manages its key legal claims and proceedings and collaborates with the Risk team to address potential legal risks. Arcadians receive regular trainings on legal topics, including new legislation and legal risks.

Economic activity

Engineering activities and related technical consultancy dedicated to adaptation to climate change

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Taxonomy Alignment

Taxonomy-aligned

Financial metric(s)

Turnover

Taxonomy-aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

86,000,000

Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

2

Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

0

Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

100

Taxonomy-eligible but not aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned CAPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned OPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned OPEX from this activity as % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change mitigation as a % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change adaptation as a % of total OPEX in the reporting year

Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

Type(s) of substantial contribution

Activity enabling adaptation

Calculation methodology and supporting information

The Climate Adaptation Solution ensures communities continue to thrive in the face of climate uncertainty by providing full climate adaptation measures across the life-cycle of any asset – from risk mapping, vulnerability assessments, and community-based resilience plans to the design and engineering of flood defense systems and stormwater infrastructure. The Solution works with framework contracts that often have a time horizon over several years and cover a wide variety of technical consultancy services, which are all dedicated to adaptation to climate change, making the Solution eligible under activity “9.1 – Engineering activities and related technical consultancy dedicated to adaptation to climate change” in the Climate Adaptation objective.

Technical screening criteria met

Yes

Details of technical screening criteria analysis

All activities in this business were screened against the substantial contribution criteria and were found to be in line with all alignment requirements, since the main purpose of this solution is to offer nature-based solutions, such as flood prevention, restoration of biodiversity loss and integration of green areas in cities, to adapt to climate change in densely populated and affected areas. Only one criterion concerning architectural services was considered as “non applicable”, since no projects offer services in architecture. In addition to being key parts of the design process, all projects respect stringent local regulations on environmental impact assessments and water quality assessments, as required by DNSH 3 (Sustainable use and protection of water and marine resources).

Do no significant harm requirements met

Yes

Details of do no significant harm analysis

Please refer to item "Details of technical screending criteria analysis", answer copied below:

All activities in this business were screened against the substantial contribution criteria and were found to be in line with all alignment requirements, since the main purpose of this solution is to offer nature-based solutions, such as flood prevention, restoration of biodiversity loss and integration of green areas in cities, to adapt to climate change in densely populated and affected areas. Only one criterion concerning architectural services was considered as “non applicable”, since no projects offer services in

architecture. In addition to being key parts of the design process, all projects respect stringent local regulations on environmental impact assessments and water quality assessments, as required by DNSH 3 (Sustainable use and protection of water and marine resources).

Minimum safeguards compliance requirements met

Yes

Details of minimum safeguards compliance analysis

Please refer back to the details provided in this same section for "Infrastructure for Rail Transport". Also, belonging to that section, not explained by the constrains of the text box character limits, is the following:
A climate risk and vulnerability assessment has been performed to assess the materiality of the physical climate risks on Arcadis' activities. The assessment covers Arcadis' assets located in all countries. Climate perils are classified by level of sensitivity based on scientifically calculated hazard scores, and displayed by number of impacted employees, and by impacted project net revenues. An assessment of adaptation solutions that can reduce the identified physical climate risk has been performed. Arcadis is not considered as vulnerable to the climate change hazards as its activity is spread in a wide variety of geographies, allowing a risk diversification. Furthermore, home office and remote working is easy to put in place in case of a climatic hazard. It has been concluded that DNSH2 is respected over all Arcadis' activities.

Economic activity

Professional services related to energy performance of buildings

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Taxonomy Alignment

Taxonomy-aligned

Financial metric(s)

Turnover

Taxonomy-aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

24,000,000

Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

1

Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

100

Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

0

Taxonomy-eligible but not aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned CAPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned OPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned OPEX from this activity as % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change mitigation as a % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change adaptation as a % of total OPEX in the reporting year

Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

Type(s) of substantial contribution

Activity enabling mitigation

Calculation methodology and supporting information

Assessment of the “Net Zero Facilities & Sustainable Communities” Solution have led to confirming the eligibility of mechanical, electrical, and plumbing (MEP) projects. All MEP projects fall under technical consultations (energy consultations, energy simulations, project management, production of energy performance contracts, dedicated trainings) linked to the improvement of energy performance of buildings and thus are eligible under activity “9.3 Professional services related to energy performance of buildings” in the Climate mitigation objective.

Technical screening criteria met

Yes

Details of technical screening criteria analysis

All MEP projects in Arcadis involve technical consultations (energy simulations & project management) linked to the improvement of energy performance of buildings. For activity (9.3), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Do no significant harm requirements met

Yes

Details of do no significant harm analysis

Please refer to item "Details of technical screending criteria analysis", answer copied below:

All MEP projects in Arcadis involve technical consultations (energy simulations & project management) linked to the improvement of energy performance of buildings. For activity (9.3), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Minimum safeguards compliance requirements met

Yes

Details of minimum safeguards compliance analysis

Please refer back to this same section in "Infrastructure for Rail Transport" as well as "Engineering activities and related technical consultancy dedicated to adaptation to climate change".

Economic activity

Transport by motorbikes, passenger cars and light commercial vehicles

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Taxonomy Alignment

Taxonomy-aligned

Financial metric(s)

CAPEX

Taxonomy-aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

Taxonomy-eligible but not aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned CAPEX from this activity in the reporting year (unit currency as selected in C0.4)

3,000,000

Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

2

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned OPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned OPEX from this activity as % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change mitigation as a % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change adaptation as a % of total OPEX in the reporting year

Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

Type(s) of substantial contribution

Activity enabling mitigation

Calculation methodology and supporting information

All leased fleet vehicles with CO2 emissions lower than 50kg CO2/km (electric and hybrid (PHEV) vehicles) were considered meeting the substantial contribution criteria. Screening of the circular economy DNSH was conducted regarding end of life use and waste management, while all European vehicles are compliant with EU directives regarding eco-design and pollution prevention.

Technical screening criteria met

Yes

Details of technical screening criteria analysis

Please refer to the above section. Answer copied below:
All leased fleet vehicles with CO2 emissions lower than 50kg CO2/km (electric and hybrid (PHEV) vehicles) were considered meeting the substantial contribution criteria. Screening of the circular economy DNSH was conducted regarding end of life use and waste management, while all European vehicles are compliant with EU directives regarding eco-design and pollution prevention.

Do no significant harm requirements met

Yes

Details of do no significant harm analysis

All leased fleet vehicles with CO2 emissions lower than 50kg CO2/km (electric and hybrid (PHEV) vehicles) were considered meeting the substantial contribution criteria. Screening of the circular economy DNSH was conducted regarding end of life use and waste management, while all European vehicles are compliant with EU directives regarding eco-design and pollution prevention.

Minimum safeguards compliance requirements met

Yes

Details of minimum safeguards compliance analysis

Please refer back to this same section in "Infrastructure for Rail Transport" as well as "Engineering activities and related technical consultancy dedicated to adaptation to climate change".

Economic activity

Acquisition and ownership of buildings

Taxonomy under which information is being reported

EU Taxonomy for Sustainable Activities

Taxonomy Alignment

Taxonomy-aligned

Financial metric(s)

CAPEX

Taxonomy-aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

Taxonomy-eligible but not aligned turnover from this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned CAPEX from this activity in the reporting year (unit currency as selected in C0.4)

57,000,000

Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

36

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

Taxonomy-eligible but not aligned CAPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

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

Taxonomy-aligned OPEX from this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-aligned OPEX from this activity as % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change mitigation as a % of total OPEX in the reporting year

Taxonomy-aligned OPEX from this activity that substantially contributed to climate change adaptation as a % of total OPEX in the reporting year

Taxonomy-eligible but not aligned OPEX associated with this activity in the reporting year (unit currency as selected in C0.4)

Taxonomy-eligible but not aligned OPEX associated with this activity as % total OPEX in the reporting year

Type(s) of substantial contribution

Activity enabling mitigation

Calculation methodology and supporting information

For buildings to demonstrate compliance with the substantial contribution criteria, adequate evidence was examined to prove that the buildings have at least an Energy Performance Certificate (EPC) class A, or as an alternative that they are within the top 15% of the national or regional stock. For projects based outside the EU, and for EU countries with no solid national classification, the analysis was based by using the French threshold. For activity (7.7), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Technical screening criteria met

Yes

Details of technical screening criteria analysis

For buildings to demonstrate compliance with the substantial contribution criteria, adequate evidence was examined to prove that the buildings have at least an Energy Performance Certificate (EPC) class A, or as an alternative that they are within the top 15% of the national or regional stock. For projects based outside the EU, and for EU countries with no solid national classification, the analysis was based by using the French threshold. For activity (7.7), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Do no significant harm requirements met

Yes

Details of do no significant harm analysis

For buildings to demonstrate compliance with the substantial contribution criteria, adequate evidence was examined to prove that the buildings have at least an Energy Performance Certificate (EPC) class A, or as an alternative that they are within the top 15% of the national or regional stock. For projects based outside the EU, and for EU countries with no solid national classification, the analysis was based by using the

French threshold. For activity (7.7), according to (Annex 1) of the EU Taxonomy, all DNSH criteria are non-applicable except for the Climate Change Adaptation.

Minimum safeguards compliance requirements met

Yes

Details of minimum safeguards compliance analysis

Please refer back to this same section in "Infrastructure for Rail Transport" as well as "Engineering activities and related technical consultancy dedicated to adaptation to climate change".

C3.5c

(C3.5c) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

Submission preparation was done in close alignment with our external auditor, PwC. Official submission of our EU Taxonomy assessment was done on page 88 and further of our 2022 Annual Integrated Report, which was in total reviewed and signed off by PwC.

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target
Intensity target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

No, but we are reporting another target that is science-based

Target ambition

Year target was set

2012

Target coverage

Country/area/region

Scope(s)

Scope 1
Scope 2
Scope 3

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Category 6: Business travel

Base year

2010

Base year Scope 1 emissions covered by target (metric tons CO2e)

5,772

Base year Scope 2 emissions covered by target (metric tons CO2e)

2,748

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

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)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

1,727

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

1,727

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

10,247

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

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)

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)

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)

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)

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)

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

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)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

21

Target year

2020

Targeted reduction from base year (%)

30

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

7,172.9

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

1,197

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

100

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

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)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

1,835

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1,835

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

3,132

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

231.4498552422

Target status in reporting year

Achieved

Please explain target coverage and identify any exclusions

This target covers only Arcadis Netherlands B.V.: The Abs 1 target was set for our operations in the Netherlands (21% of the 2010 total Arcadis emissions) with the target year 2020. The Abs 1 target is already achieved but we understand it shall be kept in our CDP answer as "achieved". It also keeps being achieved, as the emissions in 2022 were 3132 t CO2e for the same scope.

Our new targets on global level are including all Arcadis locations (see our SBT under intensity target "Int1").

Plan for achieving target, and progress made to the end of the reporting year

List the emissions reduction initiatives which contributed most to achieving this target

- Switching to green electricity & installing PV panels;
- Fuel efficient lease cars;
- Promoting use of public transport & moving offices next to train stations;
- Improving offices (insulation, HVAC, lighting, etc.);
- Reducing the number of company fleet vehicles

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Intensity metric

Metric tons CO2e per unit FTE employee

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

0.4

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

0.77

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

1.17

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

100

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

% of total base year emissions in all selected Scopes covered by this intensity figure

100

Target year

2035

Targeted reduction from base year (%)

74

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

0.3042

% change anticipated in absolute Scope 1+2 emissions

-74

% change anticipated in absolute Scope 3 emissions

-74

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

0.0005

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

0.008

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.0085

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

134.1533841534

Target status in reporting year

Achieved

Please explain target coverage and identify any exclusions

This is one of our three approved science-based targets (called "Int1") with the following official target wording: "Arcadis commits to reduce scope 1 and 2 GHG emissions 74% per full time employee by 2035 from a 2019 base year."
The numbers for the other two targets are given under "Oth3" and "Int2". Their official wording is:
"Oth3": "Arcadis also commits to increase annual sourcing of renewable electricity from 6.8% in 2019 to 100% by 2022."
"Int2": "Arcadis also commits to reduce scope 3 GHG emissions from fuel and energy related activities, business travel, and employee commuting 74% per full time employee by 2035 from a 2019 base year."
In our scope 3 emissions, we have included working from home (WFH) emissions within employee commuting, as there is no separate category for WFH emissions.

Plan for achieving target, and progress made to the end of the reporting year

List the emissions reduction initiatives which contributed most to achieving this target

The plan to achieve the target involves all operating countries: the global sustainability team has worked on detailed plans including about 10 specific reduction measures associated with each country's operations to cover the relevant emission sources. As the scope 1+2 emissions per FTE in 2022 were less than 1% of the 2019 emissions per FTE, 74% of the target has been achieved.

Target reference number

Int 2

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

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

Category 6: Business travel
Category 7: Employee commuting

Intensity metric

Metric tons CO2e per unit FTE employee

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

0.21

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

1.62

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.53

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

2.36

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

2.36

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

100

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

100

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

100

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

100

% of total base year emissions in all selected Scopes covered by this intensity figure

100

Target year

2035

Targeted reduction from base year (%)

74

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

0.6136

% change anticipated in absolute Scope 1+2 emissions

-74

% change anticipated in absolute Scope 3 emissions

-74

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

0.11

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.83

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.55

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

1.49

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

1.49

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

49.8167659185

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

This is the second of our three approved science-based targets covering our scope 3 emissions (called "Int2") with the following official target wording: "Arcadis also commits to reduce scope 3 GHG emissions from fuel and energy related activities, business travel, and employee commuting 74% per full time employee by 2035 from a 2019 base year."
In our scope 3 emissions, we have included working from home emissions within employee commuting, as there is no separate category.

Plan for achieving target, and progress made to the end of the reporting year

The plan to achieve the target involves all operating countries: the global sustainability team has worked on detailed plans including about 10 specific reduction measures associated with each country's operations to cover the relevant emission sources. As the scope 3 emissions per FTE in 2022 were 37% smaller than the 2019 emissions per FTE, 50% of the target for this current SBTi scope is achieved.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Int 3

Is this a science-based target?

No, but we are reporting another target that is science-based

Target ambition

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 6: Business travel

Intensity metric

Metric tons CO2e per unit FTE employee

Base year

2019

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

1.62

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

1.07

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

1.07

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

66

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

6

% of total base year emissions in all selected Scopes covered by this intensity figure

100

Target year

2025

Targeted reduction from base year (%)

50

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

0.535

% change anticipated in absolute Scope 1+2 emissions

-50

% change anticipated in absolute Scope 3 emissions

-50

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.83

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

0.48

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.48

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

110.2803738318

Target status in reporting year

Achieved

Please explain target coverage and identify any exclusions

The "Int3" target is our target of a 50% reduction of the emissions from our domestic and international flights per FTE. This target is currently already achieved due to the influence of Covid restrictions on travel. We will keep tracking this target because we want to ensure that emissions don't rise again to pre-Covid levels and that we can keep the status "achieved" until 2025, even in case of a temporary increase in flight emissions after the end of the pandemic.
Calculation details:
In "Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of

activity)" we have given our 2019 flight emissions as per 28,215 MT CO2e/26,436 FTE (= 1.07 MT CO2e/FTE) and in "Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)" we have given our 2022 flight emissions as per 13,199 MT CO2e/27,270 FTE (= 0.48 MT CO2e/FTE). This is a reduction of 55%, which leads to the automatically calculated 110% of "target achieved relative to base year".

Plan for achieving target, and progress made to the end of the reporting year

List the emissions reduction initiatives which contributed most to achieving this target

In May 2021 we implemented a travel policy with a "virtual first" approach. Covid restrictions on travel taught us that virtual working and collaborative technology can be effective and is a very time- and cost-efficient solution for us and those with whom we are meeting. We want to use this experience and avoid a return to historical levels of travel and reduce on the long term towards not only our 2025 target, but also towards our net zero target.

An extract of this policy: "All Arcadians are advised to take a ‘virtual first’ approach to travel planning. Start with an assumption that all meetings will be virtual requiring no travel, and then challenge yourself to justify which types of meetings need to be or should be in-person necessitating travel ."

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2014

Target coverage

Country/area/region

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Renewable fuel consumption

Percentage of total fuel consumption that is from renewable sources

Target denominator (intensity targets only)

Base year

2014

Figure or percentage in base year

42

Target year

2020

Figure or percentage in target year

100

Figure or percentage in reporting year

100

% of target achieved relative to base year [auto-calculated]

100

Target status in reporting year

Achieved

Is this target part of an emissions target?

Yes, it helped to achieve "Abs1".

Is this target part of an overarching initiative?

No, it’s not part of an overarching initiative

Please explain target coverage and identify any exclusions

This is a country-level target for the Netherlands. Arcadis has set targets to purchase specific percentages of power from renewable sourcescenerated. The remaining 3.5% electricity is from a renewable source via purchased certificates (GO's). Also , in 2020 and 2022 this target was achieved and renewable electricity certificates have been purchased for the electricity not covered by direct contracts.

Plan for achieving target, and progress made to the end of the reporting year

List the actions which contributed most to achieving this target

The direct contracts for renewable electricity and for the remainder the purchase of certificates.

Target reference number

Oth 2

Year target was set

2021

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Low-carbon vehicles

Percentage of low-carbon vehicles in company fleet

Target denominator (intensity targets only)

Base year

2019

Figure or percentage in base year

0

Target year

2030

Figure or percentage in target year

100

Figure or percentage in reporting year

11

% of target achieved relative to base year [auto-calculated]

11

Target status in reporting year

Underway

Is this target part of an emissions target?

Yes, as this helps reduce our scope 1 emissions, it is part of "Int1".

Is this target part of an overarching initiative?

Science Based targets initiative - other

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 (11%) 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.

Plan for achieving target, and progress made to the end of the reporting year

We are working together with the fleet managers and people directors in each country to achieve this target. The status differs from country to country.

List the actions which contributed most to achieving this target

Target reference number

Oth 3

Year target was set

2021

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Renewable fuel consumption

Percentage of total fuel consumption that is from renewable sources

Target denominator (intensity targets only)

Base year

2019

Figure or percentage in base year

13

Target year

2022

Figure or percentage in target year

100

Figure or percentage in reporting year

100

% of target achieved relative to base year [auto-calculated]

100

Target status in reporting year

Achieved

Is this target part of an emissions target?

Yes, it is part of our "Int1" target, as it helps to reduce our scope 2 emissions.

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please explain target coverage and identify any exclusions

Our global target to purchase of 100% renewable electricity by 2022 covers every Arcadis office globally.

Plan for achieving target, and progress made to the end of the reporting year

List the actions which contributed most to achieving this target

1.) We increased the number of direct contracts with renewable electricity suppliers for our offices;
2.) We bought renewable electricity certificates for the offices where we still don't have contracts with direct suppliers. In 2021 we achieved 90% and in 2022 we achieved 100%.

Target reference number

Oth 4

Year target was set

2019

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Other, please specify

Other, please specify

Offsetting our Carbon Footprint

Target denominator (intensity targets only)

Base year

2008

Figure or percentage in base year

0

Target year

2030

Figure or percentage in target year

100

Figure or percentage in reporting year

100

% of target achieved relative to base year [auto-calculated]

100

Target status in reporting year

Achieved

Is this target part of an emissions target?

No.

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please explain target coverage and identify any exclusions

As an interim measure on the way to "net zero", we have set a target to buy carbon offsets for 100% of our footprint, covering scope 1, 2 and scope 3 category 6 (business travel) for all of Arcadis globall. This target has already been reported last year as "achieved" for 2020 and 2021, and can again be considered "achieved" in 2022. In 2019, Arcadis set this target of purchase of offsets by 2030.

Please note that this is not a "Net Zero" target according to the new standard from the Science Based Targets initiative (SBTi). We have set separate science-based targets (see "Int1" and "Int2"), and our main priority is to achieve reductions through energy efficiency and reduction efforts.

In 2020, Arcadis pledged to SBTi (1.5C) and since February 2022 we have an approved science-based target for our scope 1 & 2, as well as for our scope 3 emissions (see "Int1" and "Int2").

Plan for achieving target, and progress made to the end of the reporting year

List the actions which contributed most to achieving this target

In 2020, 2021 and 2022 our carbon footprint (scope 1, 2 and scope 3 category 6 (business travel)) has been offset through the purchase of high-quality carbon offsets. Since 2021, we offset the emissions from commuting and working from home, which were previously not included in our carbon footprint. Since 2022, we additionally offset the emissions from our scope 3 categories 2, 3 and 5.

We invest in high quality Gold Standard and VCS-certified offsets for the entirety of our material Scope 1, 2 and 3 emissions that protect and restore ecosystems in Cambodia and improve quality of life to help mitigate climate change. The Keo Seima Wildlife Sanctuary (KSWS), in Cambodia, helps restore and protect the home of over 950 wild species, including 75 globally threatened species. The project is vital in the preservation of the region's vulnerable wildlife and the sustainable development of its local communities through securing of legal title to their traditional lands.

C4.3

(C4.3) 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.

Yes

C4.3a

(C4.3a) 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 CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	10	
To be implemented*	10	
Implementation commenced*	1	18.4
Implemented*	9	6,513
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Transportation

Company fleet vehicle efficiency

Estimated annual CO2e savings (metric tonnes CO2e)

2.98

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from the Netherlands: More fuel-efficient leased cars
Every five years, eligible Arcadis employees may order a new lease car. As a result, a constant 'sustainability' check of the leased car fleet takes place, as more and more fuel-efficient cars are included in the fleet. In the Netherlands, this measure has led to savings of approximately 2.98 tons of CO2e (and 41.91 GJ primary energy) in 2021 and we assume the savings are similar in 2022, but the numbers were not final at the data of submission. So, for 2022, this is an estimation.

Initiative category & Initiative type

Low-carbon energy generation
Solar PV

Estimated annual CO2e savings (metric tonnes CO2e)

0

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

5,800

Investment required (unit currency – as specified in C0.4)

3,000

Payback period

4-10 years

Estimated lifetime of the initiative

11-15 years

Comment

Example initiative from the Netherlands: Solar panels on offices
Four Arcadis offices in the Netherlands have solar panels installed on their roofs: Amersfoort Eempolis, Den Bosch, Arnhem and Beilen. The latter, Beilen, a small office with a large storage facility for machines, is in fact energy positive because of PV generation: it generates more than it consumes. In the very sunny year of 2022, 22,600 kWh was generated at this location only. In 2022, the total amount of PV generated electricity on all offices was 194,159 kWh, which is an estimate based on solar hours and previous data as measured data is still not available.

There are no annual CO2e savings because Arcadis Global ensures the purchasing of 100% green electricity for our offices, and green electricity, purchased or self-generated, has the same conversion factor for CO2e for scope 2 (market-based). However, if we had not purchased green electricity, the reduction in CO2e emissions through PV generated electricity would be 82.9 tCO2e in 2022 (using the Dutch emission factor of 'unknown electricity' of 427 g CO2/kWh).

Initiative category & Initiative type

Transportation
Company fleet vehicle replacement

Estimated annual CO2e savings (metric tonnes CO2e)

50

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from the Netherlands: Switch to electric leased cars
Arcadis' ambition is to electrify its lease fleet. The starting point is entice, accelerate, oblige. Arcadis is a partner in the Anders Reizen Coalition. Together with 37 other large organizations, we have signed a declaration committing to a fossil-free fleet by 2025. Next step is to translate this ambition into our mobility scheme. Since most of Arcadis' consumption comes from business travel by leased cars, this measure will allow us to achieve significant savings. An increase in orders for fully electric cars in 2021 has led to savings of approximately 50 tons of CO2 and 7,220.50 GJ primary energy.

Since the new mobility policy (WERK-regeling) was implemented in October 2022, EV's are now the default for choosing a new lease car. Additionally, the duration of lease contracts was reduced from 5 to 3 years, to facilitate the acceleration of the transition to a fossil free lease fleet. In 2022, more than half (55%) of Dutch carbon emissions came from fossil-fuelled lease cars. Therefore, electrifying the lease fleet is expected to lead

to very significant emission reduction the coming years. However, due to severe delays in the shipment and delivery of EV's in Europe, unfortunately this emission reduction will also be delayed.

Initiative category & Initiative type

Transportation
Employee commuting

Estimated annual CO2e savings (metric tonnes CO2e)

17.6

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1
Scope 3 category 7: Employee commuting

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from the Netherlands: Encouraging cycling
Employees are encouraged to come to the office by bike if they live within a realistic radius of an Arcadis office. Not only does this provide a benefit to the environment by limiting the use of other transport, but this measure also has a positive effect on the health of employees. Meanwhile, the Fynch app has also been implemented and cycling is rewarded through coins to be collected. The savings relate to scope 1 and scope 3.

This measure has led to a saving of approximately 17.60 tons of CO2 and 224.28 GJ primary energy, which is an estimate based on last year as measured data is still not available.

Example initiative from the Netherlands: encouraging public transport (NSBC)
Since the new mobility policy (WERK-regeling) was implemented and adopted in October 2022, Dutch Arcadians are allowed to use their NS Business Card for private use as well, besides commercial travel only. With this initiative, Arcadis Netherlands hopes to influence employees to travel less with their cars in their private time as well by offering them the opportunity to travel 'for free' with their NS Business Card.

The results of this measure on the Dutch energy and carbon footprint are not available yet, however, a vast increase in public transport use was witnessed after its implementation.

Initiative category & Initiative type

Transportation

Other, please specify

Biofuel for business flights with KLM

Estimated annual CO2e savings (metric tonnes CO2e)

79

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 6: Business travel

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from the Netherlands: Sustainable Aviation Fuel (SAF) program KLM-Air France.
Since 2017, Arcadis has been purchasing SAF's through their KLM-Air France partnership. . SAF's are used to offset part of the air travel emissions of Arcadis flights on KLM-Air France operated flights. In the year 2021, heavily influenced by COVID-19, this lead to 28.6 tons CO2 reduction. With a diminishing influence of COVID-19, in 2022 we saw a vast increase of flights compared to 2021: about 4,5 times as many flights. In 2022, the purchasing of SAF's led to a reduction of 79 ton CO2, reducing our flight-related emissions from 303,9 ton CO2 to 224,9 ton CO2 – a reduction of about 25%.

Initiative category & Initiative type

Transportation

Business travel policy

Estimated annual CO2e savings (metric tonnes CO2e)

5.79

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 6: Business travel

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from the Netherlands (Arcadis Nederland B.V.): Tightened control over air travel

Since 2018, the control of business air travel has been tightened. Trips under 700 km to destinations that can also be easily reached by train/public transport can no longer be flown without justification as of 2018. In 2021 and 2022 new conditions were implemented as well, such as videoconferencing where possible in stead of flying, no more creative ticketing (with lots of stopovers), the quickest and most efficient flights are default rather than the cheapest flights. The impact of COVID-19 complicates the quantification of the reduction due to this measure, which would lead to both CO2-eq and GJp savings. Of the total 1,895,181 km travelled by air in 2022, 22,023 km can be attributed to short-haul flights (<700 km). That is more than in 2021 (14,803 km) but less than 2020 (57,547 km). It is nearly impossible to differentiate between the impact of the measure vs the impact of COVID-19 that led to this reduction. Its savings will be calculated in the coming years.

Initiative category & Initiative type

Low-carbon energy consumption

Other, please specify

renewable electricity purchase

Estimated annual CO2e savings (metric tonnes CO2e)

6,354

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

Payback period

No payback

Estimated lifetime of the initiative

Ongoing

Comment

Example initiative from Arcadis globally: through the purchase of renewable electricity (14,703 MWh, see C8.2a and breakdown per country in C8.2e), we have reduced our market-based scope 2 emissions by 6,354 MT CO2e in the year 2022.
Compared to 2021, this means additional reductions of 880 MT CO2e due to green electricity for the offices and 200 MT CO2e due to green electricity for the company-owned electric vehicles.

Initiative category & Initiative type

Energy efficiency in buildings

Other, please specify

Awareness raising

Estimated annual CO2e savings (metric tonnes CO2e)

0.2

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

We reduced the electricity consumption per employee in all our offices (Spain and Portugal). Even in the Madrid office the consumption in absolute value has been reduced in 2022 compared to 2021.
The total consumption between the 3 offices has decreased in 2022 compared to 2021 (despite a high percentage increase in the number of employees), saving 0,203 MT CO2e versus 2021.

Initiative category & Initiative type

Other, please specify

Other, please specify

Reducing office space for a more efficient use of the space through promoting working from home

Estimated annual CO2e savings (metric tonnes CO2e)

18.4

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

3-5 years

Comment

Example initiative from China: We have been promoting working from home in combination with office space reduction at multiple office locations, including our biggest office in Shanghai.

Initiative category & Initiative type

Transportation

Company fleet vehicle efficiency

Estimated annual CO2e savings (metric tonnes CO2e)

3.37

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 1

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

6-10 years

Comment

Example initiative from Hong Kong: The office phased out its leased vehicles that were used for transporting tender doc & drawings.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Internal incentives/recognition programs	
Employee engagement	In 2022, we have conducted several awareness-raising activities, e.g., on “Net Zero Emissions Day”. In addition, select regions launched gamified apps to encourage employees to make more sustainable choices, as well as a monthly webinar series to educate employees on topics related to sustainability
Dedicated budget for energy efficiency	Associated with developing fleet EV transition roadmap.
Compliance with regulatory requirements/standards	In 18 of 23 countries (78%), we are certified according to ISO 14001 (and in a few also ISO 50001) and have dedicated budget to maintain our EMS network and improve our environmental performance.
Dedicated budget for other emissions reduction activities	

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Other

Other, please specify

Design and Engineering consultancy

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.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

3

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) 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?

Row 1

Has there been a structural change?

Yes, an acquisition

Yes, a divestment

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

Acquired: IBI Group, DPS, Giftge GmbH, Hydronet

Divested from: operations in Switzerland, Czech Republic, Slovakia, Malaysia, Singapore, Thailand, Vietnam and parts of our Hong Kong business (D&E).

Details of structural change(s), including completion dates

Acquisitions: IBI Group in September 2023, DPS in November 2023, Giftge GmbH in September 2023, Hydronet in February 2022

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology Yes, a change in boundary	Changes in boundary - additional scope 3 categories: For our 2022 footprint, for the first time, we have added the following categories to our scope 3: Scope 3 category 1: “Purchased goods and services”, Scope 3 category 2: "Capital goods”; and Scope 3 category 5: "Waste generated in operations". These are additional to the scope 3 categories which we had added in 2021 for the first time: Scope 3 category 3: "Fuel-and-energy-related activities (not included in Scope 1 or 2)" and category 7: "Employee commuting" and Working-from-home (WFH). All scope 3 categories have now been in the scope of the limited assurance for our 2022 carbon footprint. These new categories have been included in the overall footprint numbers for all years since 2019 and have been published in our 2022 annual integrated report. Changes in boundary - divested offices: For the offices which we divested, we still included the data up until the month in which we divested from them. We did not yet include the companies we acquired towards the end of 2022. Next year, we will adjust the scope of our emissions reporting (also adjusting the baseline), subtracting the divested countries/offices and adding the acquired companies for all reporting years (2019-2023). Change in methodology – travel emissions: For the calculation of our business travel-related emissions since 2022, we now use an external provider, who uses a more detailed methodology than just applying the Defra emission factors. For example, for flights, also the airline, type of plane, utilization, etc., are being considered in the emissions calculation. More details on the methodology can be provided upon request. This affects the scope 3 category 6 (Business Travel) emissions, except for private vehicles emissions which continue to be calculated as in previous years.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 2, location-based Scope 3	We aligned the category coverage of our scope 3 emissions for the 2019 base year and as well 2020 and 2021 with the newly added scope 3 categories (see C5.1b). Therefore, we have updated the scope 3 emissions of our 2019 base year, adding these three scope 3 categories, as well as the additional offices. The 2021 scope 2 location-based emissions have been recalculated, because for our US grid electricity consumptions, an older emission factor from Defra referring to 2015 had been applied previously (which was 0.6165 kg CO2e/kWh), and now we updated this to the appropriate IEA factor from 2020 (which is the most recent, and is 0.3517 kg CO2e/kWh). This caused a significant change as our total scope 2, location-based emissions decreased by 26% due to this emission factor update. A further decrease of 4 % from the original 2021 number reported last year in 2022 (11762 MT CO2e) was due to two updates of historic IEA emission factors published in late 2022 and January 2023.	Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

10,480

Comment

Arcadis captures its operational impacts using the GHG Protocol Corporate Standard and ISO 14064-1. To calculate the scope 1 footprint, we used the database: “UK Government GHG Conversion Factors for Company Reporting” (Defra (09/2022)). 2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 2 (location-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

21,960

Comment

Arcadis captures its operational impacts using the GHG Protocol Corporate Standard and ISO 14064-1.
To calculate the scope 2 location-based footprint, we used the factors from IEA (12/2022) to convert our electricity consumption and Defra (09/2022) factors for all emissions except electricity (district heating). 2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 2 (market-based)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

20,480

Comment

Arcadis captures its operational impacts using the GHG Protocol Corporate Standard and ISO 14064.
To calculate the scope 2 market-based footprint, we used market-based factors to convert our renewable electricity consumption and a zero factor where we had documentation of green electricity purchases. We used the factors from IEA (12/2022) to convert our non-renewable electricity consumption and Defra (09/2022) factors for all emissions except electricity (district heating). 2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 3 category 1: Purchased goods and services

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

434,000

Comment

This scope 3 category has for the first time been included in our overall footprint published in our annual report for 2022. As we adjusted the scope of our scope 3 emissions, we have also initiated updating our science-based target. For our targets in chapter 4, this category is not yet considered.
2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 3 category 2: Capital goods

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

7,900

Comment

This scope 3 category has for the first time been included in our overall footprint published in our annual report for 2022. As we adjusted the scope of our scope 3 emissions, we have also initiated updating our science-based target. For our targets in chapter 4, this category is not yet considered.
2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

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

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

5,640

Comment

This scope 3 category has been included in our overall footprint published in our annual report, and is part of our SBT.

2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 3 category 4: Upstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

200

Comment

This scope 3 category has for the first time been included in our overall footprint published in our annual report for 2022. As we adjusted the scope of our scope 3 emissions, we have also initiated updating our science-based target. For our targets in chapter 4, this category is not yet considered.
2019 data has not been included in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 3 category 6: Business travel

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

42,820

Comment

Our business travel includes plane travel, business travel with private vehicles, public transport, hired vehicles (short-term hired vehicles, <6 months) and taxi travel.
This scope 3 category has been included in our overall footprint published in our annual report, and is part of our SBT.

2019 data has not been included in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Scope 3 category 7: Employee commuting

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

11,000

Comment

As our scope 3 analysis in 2021 showed the materiality of employee commuting to our emissions, this has been included in our SBT, as well as in our CDP reporting since 2022 (reporting for 2021).

The given value (11,000 MT CO2e) excludes our WFH number which is given separately under "Other upstream" (2,970 MT CO2e).

2019 data has not been included in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint. This scope 3 category has not yet been included in our overall footprint published in our annual report. We aim to include it in 2023 as we'll be adjusting the scope of our 2019 baseline to match the scope of our recently approved science-based targets. For our targets in chapter 4, this category has therefore also been considered.

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (upstream)

Base year start

January 1, 2019

Base year end

December 31, 2019

Base year emissions (metric tons CO2e)

2,970

Comment

Working-from-home (WFH) emissions: As our scope 3 analysis in 2021 showed the materiality of WFH to our emissions, this has been included in our SBT, and we therefore also added this to our CDP reporting since 2021.

2019 data has not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint. This scope 3 category has been included in our overall footprint published in our annual report.

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

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

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

8,360

Start date

January 1, 2022

End date

December 31, 2022

Comment

Values are rounded to the nearest ten, for all reported years.

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

7,670

Start date

January 1, 2021

End date

December 31, 2021

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)

8,950

Start date

January 1, 2020

End date

December 31, 2020

Comment

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)

10,480

Start date

January 1, 2019

End date

December 31, 2019

Comment

Past year 4

Gross global Scope 1 emissions (metric tons CO2e)

11,090

Start date

January 1, 2018

End date

December 31, 2018

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

Values are rounded to the nearest ten, for all reported years.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

8,160

Scope 2, market-based (if applicable)

220

Start date

January 1, 2022

End date

December 31, 2022

Comment

Past year 1

Scope 2, location-based

8,340

Scope 2, market-based (if applicable)

1,320

Start date

January 1, 2021

End date

December 31, 2021

Comment

Past year 2

Scope 2, location-based

18,130

Scope 2, market-based (if applicable)

16,960

Start date

January 1, 2020

End date

December 31, 2020

Comment

Past year 3

Scope 2, location-based

21,960

Scope 2, market-based (if applicable)

20,480

Start date

January 1, 2019

End date

December 31, 2019

Comment

Past year 4

Scope 2, location-based

22,820

Scope 2, market-based (if applicable)

21,390

Start date

January 1, 2018

End date

December 31, 2018

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

C6.4a

(C6.4a) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Source of excluded emissions

Miscellaneous office equipment (ACs and refrigerators).

Scope(s) or Scope 3 category(ies)

Scope 1

Relevance of Scope 1 emissions from this source

Emissions are not relevant

Relevance of location-based Scope 2 emissions from this source

Relevance of market-based Scope 2 emissions from this source

Relevance of Scope 3 emissions from this source

Date of completion of acquisition or merger

Estimated percentage of total Scope 1+2 emissions this excluded source represents

1

Estimated percentage of total Scope 3 emissions this excluded source represents

Explain why this source is excluded

We do not consider emissions from office equipment (ACs and refrigerators) as relevant as this is assumed to be less than 1% of our total emissions.

Explain how you estimated the percentage of emissions this excluded source represents

The materiality of emitted and refilled cooling agents due to leakages has been assessed in our 2015 analysis and found not to be relevant.
Now in 2023, we are collecting the consumptions of refrigerants in our NFR platform, and will include the CO2e in our next reporting, but still expect this will not be material.

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

458,200

Emissions calculation methodology

Spend-based method

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

0

Please explain

In January 2022, we have for the first time performed a detailed calculation of this category for our global operations based on our spend data from the finance department. We've also calculated the historical emissions of this category for 2019-2021 to be able to update our baseline year 2019.

Capital goods

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

5,400

Emissions calculation methodology

Spend-based method

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

0

Please explain

In January 2022, we have for the first time performed a detailed calculation of this category for our global operations based on our spend data from the finance department. We've also calculated the historical emissions of this category for 2019-2021 to be able to update our baseline year 2019.

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

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,900

Emissions calculation methodology

Fuel-based method

Other, please specify

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

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

100

Please explain

Our "fuel-and-energy-related activities (not included in Scope 1 or 2)" have been calculated using our new NFR platform, based on Defra emission factors for the used fuels. For the fuel consumptions, actual numbers have been collected (primary activity data), therefore the percentage of emissions calculated using data obtained from suppliers or value chain partners is 100%.

The emissions from "fuel-and-energy-related activities (not included in Scope 1 or 2)" have been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint and have been included in our overall footprint published in our annual report for 2022. We have also updated our 2019 baseline accordingly. For our science-based target (Int2, see chapter 4), this category has already been considered.

Upstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis is a company that provides design and consultancy services rather than products. As such, our scope 3 upstream transportation and distribution emissions are considered not relevant and would account for 0-1% of total emissions. Arcadis updated its materiality assessment in 2021 and this category is not considered material.

Waste generated in operations

Evaluation status

Not relevant, calculated

Emissions in reporting year (metric tons CO2e)

1,050

Emissions calculation methodology

Spend-based method

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

0

Please explain

In January 2022, we have for the first time performed a detailed calculation of this category for our global operations based on our spend data from the finance department. We've also calculated the historical emissions of this category for 2019-2021 to be able to update our baseline year 2019.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

22,720

Emissions calculation methodology

Fuel-based method

Distance-based method

Other, please specify

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

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

92

Please explain

Our business travel includes our plane travel, business travel with private vehicles, public transport, hired vehicles (short-term hired vehicles, <6 months) and taxi travel. For the percentage of emissions calculated using data obtained from suppliers or value chain partners: the emissions have been calculated using the data collected from travel management companies or e.g., invoices from airlines, taxi or car rental (hiring) companies (for a total of 92% of the emissions), and in the case of private vehicles (8% of the emissions), data from employees' data related to reimbursement by Arcadis has been used.

The 2022 emissions from business travel have been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

4,856

Emissions calculation methodology

Distance-based method

Other, please specify

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

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

0

Please explain

The emissions for employee commuting have been calculated based on surveying the employees for their commuting distances, modes of transport/fuel types and frequency of commute. For our science-based target, the emissions from working from home have been reported together with the commuting emissions, but here these are reported separately below under "Other (upstream)".

The emissions from employee commuting have been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint and have been included in our overall footprint published in our annual report for 2022. For our science-based target (Int2, see chapter 4), this category has already been considered.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis does not have any upstream leased assets, therefore this scope 3 source is not relevant to our operations.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis is a company that provides design and consultancy services rather than products. As such, our scope 3 downstream transportation and distribution is considered not relevant and would account for 0-1% of total emissions. Arcadis updated its materiality assessment in 2021 and this category is not considered material.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis is a company that provides design and consultancy services rather than products. As such, this scope 3 category is considered not relevant and would account for 0-1% of total emissions. Arcadis updated its materiality assessment in 2021 and this category is not considered material.

Use of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis is a company that provides design and consultancy services rather than products. As such, this scope 3 category is considered not relevant and would account for 0-1% of total emissions. Arcadis updated its materiality assessment in 2021 and this category is not considered material.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis is a company that provides design and consultancy services rather than products. As such, this scope 3 category is considered not relevant and would account for 0-1% of total emissions. Arcadis updated its materiality assessment in 2021 and this category is not considered material.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis does not own any assets and therefore does not have any downstream leased assets, therefore this scope 3 category is not relevant to our operations.

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Subsidiary companies (i.e., CallisonRTKL and Arcadis Gen) are reported within our Scope 1 and 2 emissions; we do not have any franchises.

Investments

Evaluation status

Not relevant, explanation provided

Please explain

Arcadis does not have an investment portfolio. This scope 3 source is not relevant.

Other (upstream)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

10,070

Emissions calculation methodology

Other, please specify

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

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

0

Please explain

This number represents our emissions from working-from-home (WFH) and has been calculated using estimated data from Arcadis' employees on how many days they work at home and then applying country-specific factors from the Ecometrica model (https://www.emissionfactors.com/homeworker-factors). These homeworker factors provide a homeworker emission rate per day for over 219 different countries. The factors take into consideration the need for heating / cooling per country, the electricity factor per country, and the percentage of GHG emissions which can be attributed to homeworking. The methodology can be downloaded from their homepage (https://ecometrica.com/knowledge-bank/insights/the-ecometrica-homeworker-methodology).

The emissions from working from home have been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint and have been included in our overall footprint published in our annual report. For our science-based target (Int2, see chapter 4), this category has already been considered.

Other (downstream)

Evaluation status

Please explain

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

January 1, 2021

End date

December 31, 2021

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

414,500

Scope 3: Capital goods (metric tons CO2e)

1,170

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

2,580

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

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

200

Scope 3: Business travel (metric tons CO2e)

12,610

Scope 3: Employee commuting (metric tons CO2e)

4,530

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

13,890

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

Comment

Under "Other (upstream)", we included the working-from-home emissions for 2021 (13,891 MT CO2e).
2021 WFH emissions have not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Past year 2

Start date

January 1, 2020

End date

December 31, 2020

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

424,250

Scope 3: Capital goods (metric tons CO2e)

4,540

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

2,740

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

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

200

Scope 3: Business travel (metric tons CO2e)

12,510

Scope 3: Employee commuting (metric tons CO2e)

10,760

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

14,370

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

Comment

Under "Other (upstream)", we included the working from home emissions for 2020 (14,370 MT CO2e).
2020 emissions have not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Past year 3

Start date

January 1, 2019

End date

December 31, 2019

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

434,000

Scope 3: Capital goods (metric tons CO2e)

7,900

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

5,640

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

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

200

Scope 3: Business travel (metric tons CO2e)

42,820

Scope 3: Employee commuting (metric tons CO2e)

11,000

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

2,970

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

Comment

Under "Other (upstream)", we included the working from home emissions for 2019 (2,970 MT CO2e).

2019 emissions have not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

Past year 4

Start date

January 1, 2018

End date

December 31, 2018

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

Scope 3: Capital goods (metric tons CO2e)

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

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

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

Scope 3: Business travel (metric tons CO2e)

34,269.6

Scope 3: Employee commuting (metric tons CO2e)

Scope 3: Upstream leased assets (metric tons CO2e)

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

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

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

Scope 3: Franchises (metric tons CO2e)

Scope 3: Investments (metric tons CO2e)

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

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

Comment

For 2018, we only calculated the business travel emissions and did not calculate emissions from any other scope 3 category.
2018 emissions have not been in the scope of the limited assurance provided by Pricewaterhouse Coopers (PwC) for our carbon footprint.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) 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.

Intensity figure

0.0000000834

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

231

Metric denominator

unit total revenue

Metric denominator: Unit total

2,768,000,000

Scope 2 figure used

Market-based

% change from previous year

98

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Please explain

This significant decrease is mainly due to the decrease in our market-based scope 2 emissions because we purchased green electricity for 100% of our office electricity consumption in 2022 (versus 90% in 2021).

Intensity figure

0.0085

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

231

Metric denominator

full time equivalent (FTE) employee

Metric denominator: Unit total

27,270.5

Scope 2 figure used

Market-based

% change from previous year

97

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Please explain

This significant decrease is mainly due to the decrease in our market-based scope 2 emissions because we purchased green electricity for 100% of our office electricity consumption in 2022 (versus 90% in 2021).

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	8,309	IPCC Fourth Assessment Report (AR4 - 100 year)
CH4	18.5	IPCC Fourth Assessment Report (AR4 - 100 year)
N2O	50.3	IPCC Fourth Assessment Report (AR4 - 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Australia	93
Belgium	1,340
Bahrain	0
Brazil	334
Chile	0
China	41
Hong Kong SAR, China 1	0
Czechia	17
France	308
Germany	890
India	0
Malaysia	15
Netherlands	1,218

Oman	0
Philippines	5
Poland	199
Qatar	0
Romania	1
Singapore	0
Slovakia	4.3
Spain	14
Saudi Arabia	0
Thailand	0
United Arab Emirates	0
United Kingdom of Great Britain and Northern Ireland [2]	189
United States of America [3]	3,503
Viet Nam	0.9
Italy	110
Peru	0
Turkey [4]	0
Switzerland	17
Portugal [5]	4
Serbia	0
Panama	0
Canada	61
Mexico	0

[1] includes Macau

[2] includes data from offices in Ireland

[3] Includes data from Puerto Rico

[4] Office closed end of 2021 already.

[5] Separate from Spain

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division
By activity

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Asia+Australia	155
Europe+ Middle East	4,311
Americas (including Canada and Puerto Rico)	3,898

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Business and commuter travel by company-owned vehicles	7,434
Stationary energy for company facilities	930

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	318	0
Belgium	113	0
Bahrain	3	0
Brazil	31	0
Chile	36	0
China	802	0
Hong Kong SAR, China 💬1	266	0
Czechia	14	0
France	15	0
Germany	233	79
India	861	0
Malaysia	216	0
Netherlands	909	102
Oman	1.4	0

Philippines	559	0
Poland	75	8
Qatar	81	0
Romania	55	22
Singapore	56	0
Slovakia	0.2	0
Spain	6.9	0
Saudi Arabia	47	0
Thailand	10	0
United Arab Emirates	130	0
United Kingdom of Great Britain and Northern Ireland [2]	205	0
United States of America	2,993	0
Viet Nam	19	0
Italy	27	7
Peru	0.3	0
Turkey [3]	0	0
Switzerland	32	0
Portugal [4]	0.8	0
Serbia	4.1	0
Panama	0	0
Canada	39	0
Mexico	1.5	0

[1] includes Macau

[2] includes data from offices in Ireland (location-based 0.2 MT CO2e in 2022; market-based 0.0)

[3] Office closed end of 2021

[4] already included in Spain's

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

By activity

C7.6a

(C7.6a) 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)
Asia+Australia	3,106	0
Europe+Middle East	1,953	218
Americas (including Canada and Puerto Rico)	3,101	0

C7.6c

(C7.6c) 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)
District heating	208	208
Cooling consumption	10	10
Company-owned and long-term leased (>6 months) electric cars	210	0
Electricity (for offices)	7,732	0

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation

Change in renewable energy consumption	1,081	Decreased	82	881 MT of reduction have been achieved in 2022 compared to 2021 only because we were able to purchase renewable electricity for now 100% of our office electricity consumption (reducing scope 2 market-based further), as well as for our company-owned vehicles. In 2021 we've only been able to purchase it for 90% of our offices. 200 MT of reduction have been achieved in 2022 compared to 2021 because we have purchased renewable electricity now also for the consumption of our electric vehicles (also reducing scope 2 market-based), which we haven't done in 2021. 1081 MT CO2e of reduction / 1317 MT CO2e in 2021 = 82%
Other emissions reduction activities				
Divestment				
Acquisitions				
Mergers				
Change in output				
Change in methodology				
Change in boundary				
Change in physical operating conditions				
Unidentified				
Other				

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) 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)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	2.34	36,029	36,031

Consumption of purchased or acquired electricity		20,416	0	20,416
Consumption of purchased or acquired heat		0	1,216	1,216
Consumption of purchased or acquired cooling		0	37.5	37.5
Consumption of self-generated non-fuel renewable energy		810		810
Total energy consumption		21,228	37,282	58,510

C8.2b

(C8.2b) 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	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

3.3

Comment

Bioethanol

Coal

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

N/A

Oil

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

31,880

Comment

Oil = Gasoline (petrol) for company-owned vehicles (21770 MWh) and for stationary energy (234 MWh) and Diesel for company-owned vehicles (for business travel and commuting) (9718+157 MWh) and for stationary energy (0 MWh) and LPG for business travel with company-owned vehicles (0.31 MWh).

Gas

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

3,820

Comment

Natural gas for stationary energy (3,820MWh)

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0.31

Comment

LPG for company-owned vehicles (0.31 MWh).

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

36,092

Comment

Total fuels for stationary energy and for company-owned vehicles (renewable and non-renewable).

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	184	184	184	184
Heat	273	273	273	273
Steam	0	0	0	0
Cooling	353	353	353	353

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption
Hong Kong SAR, China

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
415

Tracking instrument used
I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
Hong Kong SAR, China

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
China

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,241

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

China

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

India

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,242

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

India

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Malaysia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

330

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Malaysia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Philippines

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Geothermal

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

785

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Philippines

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Singapore

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

145

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Singapore

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Thailand

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

20

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Thailand

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Viet Nam

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

30

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Viet Nam

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Australia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

466

Tracking instrument used

Australian LGC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Australia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Czechia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

35

Tracking instrument used

Other, please specify

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Czechia

Are you able to report the commissioning or re-powering year of the energy generation facility?

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Germany

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

482

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Germany

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Slovakia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Slovakia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Switzerland

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

425

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Switzerland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Netherlands

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2,234

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Netherlands

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Poland

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
113

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
Poland

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Belgium

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
525

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Belgium

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

France

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

268

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

France

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Italy

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
79

Tracking instrument used
GO

Country/area of origin (generation) of the low-carbon energy or energy attribute
Italy

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Portugal

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Portugal

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Spain

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

46

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Spain

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Romania

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

118

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Romania

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

United Kingdom of Great Britain and Northern Ireland

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,066

Tracking instrument used

REGO

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Serbia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5

Tracking instrument used

GO

Country/area of origin (generation) of the low-carbon energy or energy attribute

Serbia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Brazil

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

332

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Brazil

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Chile

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

81

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Chile

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Peru

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Hydropower (capacity unknown)

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Peru

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Bahrain

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Bahrain

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Saudi Arabia

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

77

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Saudi Arabia

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Oman

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Oman

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Qatar

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

166

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Qatar

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

United Arab Emirates

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

246

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

United Arab Emirates

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Canada

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
316

Tracking instrument used
I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute
Canada

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
United States of America

Sourcing method
Unbundled procurement of energy attribute certificates (EACs)

Energy carrier
Electricity

Low-carbon technology type
Solar

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
8,333

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

United States of America

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Mexico

Sourcing method

Unbundled procurement of energy attribute certificates (EACs)

Energy carrier

Electricity

Low-carbon technology type

Wind

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

4

Tracking instrument used

I-REC

Country/area of origin (generation) of the low-carbon energy or energy attribute

Mexico

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area
Hong Kong SAR, China

Consumption of purchased electricity (MWh)
415

Consumption of self-generated electricity (MWh)
0

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]

415

Country/area
China

Consumption of purchased electricity (MWh)
1,241

Consumption of self-generated electricity (MWh)
0

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,241

Country/area

India

Consumption of purchased electricity (MWh)

1,242

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,242

Country/area

Malaysia

Consumption of purchased electricity (MWh)

330

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

330

Country/area

Philippines

Consumption of purchased electricity (MWh)

785

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

785

Country/area

Singapore

Consumption of purchased electricity (MWh)

145

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

145

Country/area

Thailand

Consumption of purchased electricity (MWh)

20

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

20

Country/area

Viet Nam

Consumption of purchased electricity (MWh)

30

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

30

Country/area

Australia

Consumption of purchased electricity (MWh)

466

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

466

Country/area

Czechia

Consumption of purchased electricity (MWh)

35

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

35

Country/area

Germany

Consumption of purchased electricity (MWh)

482

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

461

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

943

Country/area

Slovakia

Consumption of purchased electricity (MWh)

1

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1

Country/area

Switzerland

Consumption of purchased electricity (MWh)

425

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

425

Country/area

Netherlands

Consumption of purchased electricity (MWh)

2,234

Consumption of self-generated electricity (MWh)

184

Consumption of purchased heat, steam, and cooling (MWh)

592

Consumption of self-generated heat, steam, and cooling (MWh)

625

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,635

Country/area

Poland

Consumption of purchased electricity (MWh)

113

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

40

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

153

Country/area

Belgium

Consumption of purchased electricity (MWh)

525

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

525

Country/area

France

Consumption of purchased electricity (MWh)

268

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

268

Country/area

Italy

Consumption of purchased electricity (MWh)

79

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

28

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

107

Country/area

Portugal

Consumption of purchased electricity (MWh)

4

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4

Country/area

Spain

Consumption of purchased electricity (MWh)

46

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

46

Country/area

Romania

Consumption of purchased electricity (MWh)

118

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

130

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

248

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

1,065

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,065

Country/area

Serbia

Consumption of purchased electricity (MWh)

5

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5

Country/area

Brazil

Consumption of purchased electricity (MWh)

332

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

332

Country/area

Chile

Consumption of purchased electricity (MWh)

81

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

81

Country/area

Peru

Consumption of purchased electricity (MWh)

2

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2

Country/area

Bahrain

Consumption of purchased electricity (MWh)

5

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5

Country/area

Saudi Arabia

Consumption of purchased electricity (MWh)

77

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

77

Country/area

Oman

Consumption of purchased electricity (MWh)

4

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4

Country/area

Qatar

Consumption of purchased electricity (MWh)

166

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

166

Country/area

United Arab Emirates

Consumption of purchased electricity (MWh)

246

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

246

Country/area

Canada

Consumption of purchased electricity (MWh)

316

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

316

Country/area

United States of America

Consumption of purchased electricity (MWh)

8,333

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

8,333

Country/area

Mexico

Consumption of purchased electricity (MWh)

4

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Other, please specify

% of revenues that relate to relevant SDGs

Metric value

80

Metric numerator

%

Metric denominator (intensity metric only)

% change from previous year

2

Direction of change

Increased

Please explain

Our deep industry and asset knowledge, combined with the strength of our sustainability advisory practice, makes us uniquely placed to deliver end-to-end sustainability services and solutions to our clients. The Arcadis KPI for Leading through sustainable solutions is the % of revenues that relate to relevant SDGs. In 2022 the result was 80%. (For more information on our contribution to the SDGs refer to the Supporting the Sustainable Development Goals section of our Annual Integrated Report 2022, pages 42-44.)

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

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

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Arcadis Annual Integrated Report 2022.pdf

Page/ section reference

Page 82 until 84 is giving a broad introduction to our measurement approach and also an overview of our scope 1, 2 and 3 footprint. On page 265 the limited assurance statement of our auditor PwC can be found. See number 5 Arcadis Carbon Footprint. See for reference also p287 and 288 on which detailed definitions are given of the items that received limited assurance.

Relevant standard

Dutch Standard 3000A

Proportion of reported emissions verified (%)

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Arcadis Annual Integrated Report 2022.pdf

Page/ section reference

See our annual report already attached at C10.1A. Page 82 until 84 is giving a broad introduction to our measurement approach and also an overview of our scope 1, 2 and 3 footprint. On page 265 the limited assurance statement of our auditor PwC can be found. See number 5 Arcadis Carbon Footprint. As this is not specifying many details,

see for reference also p287 and 288 on which detailed definitions are given of the items that received limited assurance.

Relevant standard

Dutch Standard 3000A

Proportion of reported emissions verified (%)

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Page/ section reference

See our annual report already attached at C10.1A. Page 82 until 84 is giving a broad introduction to our measurement approach and also an overview of our scope 1, 2 and 3 footprint. On page 265 the limited assurance statement of our auditor PwC can be found. See number 5 Arcadis Carbon Footprint. As this is not specifying many details, see for reference also p287 and 288 on which detailed definitions are given of the items that received limited assurance.

Relevant standard

Dutch Standard 3000A

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Purchased goods and services
Scope 3: Capital goods
Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

Scope 3: Waste generated in operations
Scope 3: Business travel
Scope 3: Employee commuting

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Page/section reference

See our annual report already attached at C10.1A. Page 82 until 84 is giving a broad introduction to our measurement approach and also an overview of our scope 1, 2 and 3 footprint. On page 265 the limited assurance statement of our auditor PwC can be found. See number 5 Arcadis Carbon Footprint. As this is not specifying many details, see for reference also p287 and 288 on which detailed definitions are given of the items that received limited assurance.

Relevant standard

Dutch Standard 3000A

Proportion of reported emissions verified (%)

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Project type

Other, please specify

Avoided Deforestation

Type of mitigation activity

Emissions reduction

Project description

For 2022, we are again offsetting the emissions of our entire scope 1 and 2. We also offsett our indirect scope 3 emissions except for category 1 (Purchased Goods and Services). We do so by investing in the VCS-verified REDD+ Project "KeoSeima", a high quality, accredited abatement and compensation program. Keo Seima features the highest number of species recorded for any Cambodian protected area, with 15 species new to science. The project has world-class biodiversity monitoring and data. The project has defended the traditional rights of the forest-dwelling indigenous Bunong people, helping them to secure the first Indigenous Community Land Title in Cambodia. The project's community benefit sharing model is paving a path toward sustainable prosperity for the communities living in the forest. Some impact highlights of this project: - 25,000 hectares of deforestation avoided since 2010 - World's largest stable populations of key endangered primate species - First Indigenous Community Land Title issued in Cambodia -seven total to date.

The credits for 2022 have been cancelled (retired) in July 2023.

Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

55,574

Purpose of cancellation

Voluntary offsetting

Are you able to report the vintage of the credits at cancellation?

Yes

Vintage of credits at cancellation

2022

Were these credits issued to or purchased by your organization?

Purchased

Credits issued by which carbon-crediting program

REDD+

Method(s) the program uses to assess additionality for this project

Consideration of legal requirements
Investment analysis
Barrier analysis

Approach(es) by which the selected program requires this project to address reversal risk

Monitoring and compensation

Potential sources of leakage the selected program requires this project to have assessed

Activity-shifting

Provide details of other issues the selected program requires projects to address

Comment

C11.3

(C11.3) Does your organization use an internal price on carbon?

Yes

C11.3a

(C11.3a) Provide details of how your organization uses an internal price on carbon.

Type of internal carbon price

Shadow price

How the price is determined

Price/cost of voluntary carbon offset credits

Objective(s) for implementing this internal carbon price

Change internal behavior

Scope(s) covered

Scope 1
Scope 2
Scope 3 (upstream)

Pricing approach used – spatial variance

Uniform

Pricing approach used – temporal variance

Evolutionary

Indicate how you expect the price to change over time

Anticipated to increase with increasing cost of carbon offsets. For example, costs of offsets purchased in 2020-2022 were 6-8 EUR/credit and costs for 2023-2025 are anticipated to be 16-20 EUR/credit.

Actual price(s) used – minimum (currency as specified in C0.4 per metric ton CO2e)

7

Actual price(s) used – maximum (currency as specified in C0.4 per metric ton CO2e)

7

Business decision-making processes this internal carbon price is applied to

Capital expenditure
Operations
Risk management

Mandatory enforcement of this internal carbon price within these business decision-making processes

No

Explain how this internal carbon price has contributed to the implementation of your organization's climate commitments and/or climate transition plan

Creating awareness of the cost of carbon via this shadow price has supported efforts to reduce emissions particularly in the case of business travel and workplace energy consumption. In the case of travel, it has become apparent that the historically preferred criteria for travel options (i.e., lowest cost, often multi-segment flights) are not in reality the most cost effective when the cost of carbon is factored into the equation. Because of the increased awareness raised by the use of the shadow price, being able to set the organization's preferred travel options based on criteria other than lowest cost was an important factor in our selection of a new travel management company. Furthermore, we have been using the shadow price to emphasize the need for a strategic approach to the purchase of carbon removals.

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect other climate related information at least annually from suppliers

% of suppliers by number

1

% total procurement spend (direct and indirect)

5

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

1. CDP SUPPLY CHAIN IS BASED ON IMPACT/SPEND: Arcadis' engagement with suppliers is prioritized based on impact, particularly with respect to our entire emissions footprint. In 2023 we started to engage with CDP Supply Chain and we invited 126 of our major suppliers (based on spend) to start reporting into CDP. It is intended to grow this group of suppliers in 2024 for specific high-emission categories.
Note: Our CDP Supply Chain subscription followed our cross-industry "Supplier Sustainability Collaboration Pilot" with selected suppliers in 2022 aiming to extend our understanding, engagement and supplier involvement on sustainability, explicitly including GHG emission capturing, reporting, and reduction.

2. IN DEPTH INITIATIVE IS BASED ON HIGH IMPACT CATEGORY/TRAVEL: With respect to our Scope 3 footprint and overall carbon footprint, one of our largest sources of emissions is business travel-related. The largest portion, approximately 37% of this, is caused by our business flights. Although the number of suppliers is relatively low, the impact is high and as a result we collect information to determine the contribution of supplier-related emissions. Data is collected regularly, and Arcadis processes this information on at least an annual basis for our yearly reporting efforts. We are actively working with a carbon advisor to optimize our travel emission reporting, traveler behavior, and carbon reduction strategy aligned with Arcadis SSTs.

3. OTHER / EMBEDDING IN DAILY PRACTICE IS BASED ON OPPORTUNITIES: Next to those global initiatives, also numerous local and tender initiatives and supplier engagements have sustainability and climate related matters as an integrated part (as one smaller example, the Go Green program of DHL was adopted in Italy, leasing companies, hotel chains, office furniture suppliers)

Impact of engagement, including measures of success

1. CDP SUPPLY CHAIN:
For CDP Supply Chain in first instance we look at supplier response rates as CDP shares it with us.

2. TRAVEL:
Arcadis seeks to reduce its supplier-related emissions. Business-related travel represents a large portion of our entire value chain GHG emissions, and as a company focused on “improving quality of life” and dedicated to sustainability, we are taking strides in reducing our impacts here, namely through obtaining data, but also changing our purchasing options (and regional policies, where possible) with respect to Scope 3 emissions.
Our Dutch operations and headquarters in Amsterdam have, since 2017, been investing in purchasing sustainable aviation fuel from available KLM flights. We are fully aware of the importance of corporations supporting the aviation industry to accelerate the reduction in the overall carbon footprint. This has also played a role in being an active member of the KLM bio-fuel program and we are actively exploring additional actions regarding the upscaling and investment in SAF. In 2021, we agreed to participate for at least two years in the Air France KLM corporate sustainable aviation fuel program [in 2022 we purchased 16 megaton biofuel investment, we stimulate the development of this relatively new type of low carbon aviation fuel. SkyNRG needs these investments in order to further expand their production and the development of (new) techniques. Arcadis sees this as a growing trend for the airlines industry and is expected to leverage these technologies and companies when they become available in other countries and regions as a means to reduce our Scope 3 – business travel footprint.

3. OTHER / EMBEDDING IN DAILY PRACTICE:
Our policies (including our travel policies) target one of the most decisive factors: specifications of whether and what we buy from our suppliers (e.g., encouraging trains over planes, or having our Dutch offices close to train stations etc). We started to measure process indicators.

Comment

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization’s purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, we fund organizations or individuals whose activities could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, but we plan to have one in the next two years

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

Within Arcadis, the responsibility for climate policy engagement lies with the Policy, Rating & Risk Manager (PRRM) in the Impact & Systems Team of the company's Global Sustainability Department. While Arcadis may put forward experts to contribute to engagement efforts on specific topics, these interactions are under the supervision of the PRRM who is also the senior liaison with the organizations which are funded for this purpose. The PRRM performance is supervised by the Director for Impact & Systems. Policy activities are planned with the Global Sustainability Officer prior to engagement.

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations or individuals in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

Type of organization or individual

Other, please specify

Member organization geared towards providing a platform for corporations to support and accelerate sustainable progress in economic settings

State the organization or individual to which you provided funding

World Business Council for Sustainable Development

Funding figure your organization provided to this organization or individual in the reporting year (currency as selected in C0.4)

200,000

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

Above funding excludes the labor cost of Arcadis people participating in council programs and activities. The funding provided by Arcadis directly supports select WBCSD programs that are aligned to creating a world where 9 billion people thrive. Given our and other members' funding, the WBCSD is able to provide the technical and management experts to consolidate member best practices and emerging research to generate policy guidance that drives the transition to an equitable, nature .positive, and net zero world. The WBCSD is a key stakeholder in many key thought leadership forums and conferences around the world including Vision 2050, COP, Stockholm 50+, and WEF

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In mainstream reports, incorporating the TCFD recommendations

Status

Complete

Attach the document

Arcadis Annual Integrated Report 2022.pdf

Page/Section reference

Sustainability Chapter: Page 69
Governance: Pages 70, 269
Emissions figures: Page 82
Strategy: Page 269
Targets: Page 275
Risks & Opportunities: Pages 272-276

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets

Comment

n/a

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment

Row 1	Business Ambition for 1.5C Science Based Targets Network (SBTN) UN Global Compact World Business Council for Sustainable Development (WBCSD)	United Nations Global Compact: 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. Our operations and strategy reflect the UNGC principles, and our membership to UNGC is a statement of our commitment and our ambition to be a sustainability leader. WBCSD: Arcadis is one of 220 members, who collectively account for 20% of the world's Greenhouse Gas (GHG) emissions. Our membership allows Arcadis to learn, collaborate, and advocate with other global organizations for progress on the most pressing sustainability issues for our world. Arcadis sits on the WBCSD Built Environment and Mobility Pathway Boards, and in 2022 developed thought leadership on Climate Recovery at COP27, EV infrastructure, Healthy People Healthy Business, transition to zero emissions framework, nature & biodiversity, H2Zero hydrogen and others. Business Ambition for 1.5C: Business Ambition for 1.5°C campaign member Science-Based Targets Network: as a member, Arcadis helps develop science-based targets for nature that are cost-effective and user-friendly through exclusive testing and feedback opportunities.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity
Row 1	Yes, board-level oversight	The Arcadis Supervisory Board Sustainability Committee (SusCo) oversees the company's activities in the area of sustainability. This includes the entire scope of sustainable considerations and impacts on Environmental (including nature), Social and Governance topics. SusCo To further institutionalize sustainability-related discussions at the

		Board level, the SusCo meets on at least a quarterly basis and comprises three SB members. The CEO, the ELTS, and the GSO are permanent guests. The SusCo advises the SB in the area of sustainability, assists the SB in fulfilling its responsibilities and prepares the plenary discussion and decision-making by the SB about the major items within the SusCo's scope of work. The members of the SusCo may directly liaise with and advise the ELT member responsible for sustainability, the GSO and other people in the organization . The SusCo focuses on: a) the sustainability approach and culture of the Company; b) sustainability as a fiduciary duty; c) the linkage between the Company strategy and sustainability; d) the appropriate framework for non-financial reporting on sustainability; e) sustainability as an element of remuneration; f) the enhancement of sustainability in the Company's organization; g) external positioning and the further development of positioning as a sustainable business in the market through thought leadership and otherwise, and earning the related recognition; h) the impact for clients through provision of services; i) opportunities and risks in the area of sustainability; j) the relationship with other 'related topics' such as Governance and Integrity; and k) other sustainability items/elements as determined from time to time.

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Initiatives endorsed
Row 1	Yes, we have endorsed initiatives only	SDG Other, please specify Pledge for business for nature, Align – Aligning Accounting Approaches for Nature, Business & Biodiversity Platform, The Shift, World Business council: Nature action group , SBTN - science based network for nature; Natural Capital Protocol

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

Yes

Value chain stage(s) covered

Direct operations

Tools and methods to assess impacts and/or dependencies on biodiversity

BFM – Biodiversity Footprint Methodology
BNGC – Biodiversity Net Gain Calculator

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

Arcadis measured its own biodiversity footprint, which is defined here as the current and future impacts of Arcadis' land use and carbon emissions on biodiversity, for direct operations only (internal exercise 2022, disclosed in 2023). To calculate Arcadis' biodiversity footprint, the Mean Species Abundance (MSA) is used as an indicator of biodiversity quality. Two different calculation tools are applied: the GLOBIO-based Biodiversity Footprint Methodology (BFM) (for a high-level footprint calculation for land use change) and the Arcadis in-house developed Biodiversity Net Gain calculator (BNGC) (for a more detailed footprint assessment on a selection of Arcadis' sites that have more open and/or green space on-site compared to the portfolio average).

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity-sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments

Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Land/water management Education & awareness Law & policy

C15.6

(C15.6) 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
Row 1	Yes, we use indicators	State and benefit indicators Pressure indicators

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In mainstream financial reports	Governance Biodiversity strategy	Nature and biodiversity is one of the five sustainability themes that Arcadis prioritizes (see page 78-79) Arcadis Annual Integrated Report 2022.pdf

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Executive Officer (CEO)	Chief Executive Officer (CEO)

SC. Supply chain module

SC0.0

(SC0.0) If you would like to do so, please provide a separate introduction to this module.

With climate change accelerating, sustainability is recognized as one of today's most critical global issues. Organizations have realized the importance of supporting activities to benefit the world's environmental, economic, and social well-being in a balanced way rather than contributing to one at the expense of the others. Companies that track sustainable performance as a core business process are not only having a positive effect on the world, but also tend to face positive results against their bottom line and longevity.

In January of 2023, Arcadis became a full member of CDP Supply Chain, which Arcadis views as a critical step in our decarbonization journey. In addition, in May of 2023 we provided CDP environmental disclosure and environmental management practices training to all corporate procurement personnel within Arcadis.

Arcadis is the world's leading company delivering sustainable design, engineering, and consultancy solutions for natural and built assets. Established in 1888, we have applied our deep market sector insights, and collective Design, Consultancy, Engineering, Program, Project and Cost Management solutions for our clients to deliver exceptional and sustainable outcomes. Our passion is to "improve quality of life". We are recognized as a leader for our capabilities creating exceptional and sustainable outcomes for our clients in natural and built asset environments. We support our clients solve some of the biggest issues facing our world – such as sustainability, urbanization, asset productivity, resource scarcity, and climate change. We do that by delivering comprehensive solutions that create social, environmental, and economic value for our clients and the communities in which we live and work. Arcadis sees potential climate-related impacts through two means, 1) the work and projects we execute on behalf of our clients and 2) our internal operational and sustainability programs.

Increasingly, our clients are interested in their own environmental impact in the value chain. To this end and to credibly demonstrate our progress for interested clients, Arcadis quantifies and discloses the impacts its business-related activities have on carbon footprint. We continue to refine our inventory and gain robust perspectives on how our actions impact our other supply chain members, amongst which are our clients. Through innovation and collaboration, we seek to identify opportunities to reduce our emissions with clients that are mutually beneficial to Arcadis, our clients, and our impact on society and the environment.

SC0.1

(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	4,029,000,000

SC1.1

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Requesting member
Barclays

Scope of emissions
Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e
0.68

Uncertainty (±%)
10

Major sources of emissions
Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified
No

Allocation method
Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied
Currency

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.

Requesting member

Barclays

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.02

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cold and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

CSX Corporation

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

17.29

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

CSX Corporation

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e
0.45

Uncertainty (±%)
10

Major sources of emissions
Electricity consumption and cold and heating for our buildings.

Verified
No

Allocation method
Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied
Currency

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.

Requesting member
Goldman Sachs Group Inc.

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

1.65

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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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.

Requesting member

Goldman Sachs Group Inc.

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.04

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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

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.

Requesting member

Itaú Unibanco Holding S.A.

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.04

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

Itaú Unibanco Holding S.A.

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

Johnson & Johnson

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

30.1

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Johnson & Johnson

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e
0.48

Uncertainty (±%)
10

Major sources of emissions
Electricity consumption and cooling and heating for our buildings.

Verified
No

Allocation method
Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

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.

Requesting member

Johnson & Johnson Consumer

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

31.1

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Johnson & Johnson Consumer

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.78

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

KPMG International

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

5.92

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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

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Requesting member

KPMG International

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.15

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

Lloyds Banking Group

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.47

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

Lloyds Banking Group

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.01

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

Los Angeles Department of Water and Power

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

5.14

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Los Angeles Department of Water and Power

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.13

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Nokia Group

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

3.99

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Nokia Group

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.1

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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

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Requesting member

SSE

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

8.72

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

SSE

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.23

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

Requesting member

The Dow Chemical Company

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

12.45

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

The Dow Chemical Company

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level
Company wide

Allocation level detail

Emissions in metric tonnes of CO2e
0.32

Uncertainty (±%)
10

Major sources of emissions
Electricity consumption and cooling and heating for our buildings.

Verified
No

Allocation method
Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied
Currency

Please explain how you have identified the GHG source, including major limitations to this process and assumptions made
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Requesting member

Xylem Inc

Scope of emissions

Scope 1

Scope 2 accounting method

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0.02

Uncertainty (±%)

10

Major sources of emissions

Travel by company owned vehicles and consumption of natural gas for heating our buildings and tap water.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

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Requesting member

Xylem Inc

Scope of emissions

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Allocation level

Company wide

Allocation level detail

Emissions in metric tonnes of CO2e

0

Uncertainty (±%)

10

Major sources of emissions

Electricity consumption and cooling and heating for our buildings.

Verified

No

Allocation method

Allocation based on the volume of products purchased

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

Unit for market value or quantity of goods/services supplied

Currency

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.

SC1.2

(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

Emission allocations are based on Arcadis' 2022 year for carbon footprint and revenue data. This information is publicly available on the Arcadis corporate website and in the Annual Integrated Report.

SC1.3

(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Customer base is too large and diverse to accurately track emissions to the customer level	We provide our clients with Design and Consultancy services in diverse countries, regions, and markets. One request of a client 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 more supportive 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

	request different projects and engage with different teams). Arcadis bases its new and evolving services by monitoring trends and researching new market segments in a highly competitive industry. Without these services there is a fair chance we will be unable to fulfil emerging and competitive requests from clients. In order to gather more specific data we could implement a system where also supporting roles register their spent hours 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 fulfil this specific request and we don't expect a material impact to our overall emissions.

SC1.4

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Yes

SC1.4a

(SC1.4a) Describe how you plan to develop your capabilities.

Arcadis strongly believes it is at the forefront of GHG reporting and environmental stewardship. As a leader in the industry, Arcadis works to develop new ways to track, report and reduce GHG emissions. Internally, Arcadis has rolled out a professional platform software (Non-Financial Reporting (NFR) system) for managing data from its 350+ offices and 36,000 employees (as of end of 2022). The current system of reporting is able to aggregate emissions from regional to global level. Arcadis plans to calculate emissions for service offerings and projects affecting the footprints of our clients. In the last two years, Arcadis has invested in hiring sustainability professionals with experience in emissions calculations on the corporate and project level.

SC2.1

(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

Requesting member

Barclays

Group type of project

Change to supplier operations

Type of project

Implementation of energy reduction projects

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

Arcadis are involved in a project technical assurance role on four large campus projects in the UK – Projects Grant, Nova, Churchill Place and Radbroke. Other than Project Grant, the other three projects are refurbishment projects within existing Barclays' buildings or campus locations. Each of the projects has sustainability and/or carbon reduction targets as part of the strategic requirements of the projects. The targets for project Nova are BREEAM Excellent and WELL Silver. The target for project Radbroke Babbage is BREEAM Very Good. The selected strategic targets will be audited and accredited by either UK or globally recognized independent third-party audit and accreditation bodies. The two external bodies and sustainability measurement criteria selected for external accreditation are BREEAM and WELL. Arcadis' project technical assurance role helps Barclays to ensure that their strategic property objectives for each project are being considered, the various options to meet them are being actively pursued and within the constraints of project budgets and timescales to help Barclays deliver on its sustainability targets for the projects we are commissioned upon.

Requesting member

Itaú Unibanco Holding S.A.

Group type of project

Change to provision of goods and services

Type of project

Other, please specify

Use of technology to reduce travel emissions (remote work) and adoption of sustainable remediation technologies (less materials, less waste, alternative sources of energy)

Emissions targeted

Actions that would reduce both our own and our customers' emissions

Estimated timeframe for carbon reductions to be realized

0-1 year

Estimated lifetime CO2e savings

Estimated payback

0-1 year

Details of proposal

Our projects 1) One of our greatest impacts to Itaú's carbon footprint is realized in our project work, so the incorporation of sustainable strategies in our investigation and remediation project can be a great contribution to Itaú's goals regarding emissions reductions. By incorporate system thinking into our remediation evaluations, Arcadis can assess technological and process alternatives with a financial, environmental, and social lens and offer the most sustainable solution.

Examples include : - The patented Thermal In-situ Sustainable Remediation (TISR) technology. TISR utilizes solar panels to heat groundwater and thereby generate temperature enhanced biotic and/or abiotic degradation. TISR is effective for a range of contaminants and is associated with a modest capital and O&M cost compared to conventional remediation strategies. Furthermore, approximately 50% of the infra-structure can be re-used at other remediation sites or for other purposes. - Waste management – reuse of extracted soil material instead of disposal (waste generation in itself and its transportation costs and emissions) and recycling/reuse of equipment after assessing their quality during demobilization We will continue to use electronic submission of invoices and virtual communication platforms such as Teams to improve communications across offices allowing us to provide a best team approach while minimizing travel and offering cost savings. We are currently developing a CO2 calculator to support the quantifying project emissions.

2) Immersive digital and remote technologies - Arcadis can incorporate hardware and access to cloud-based software platforms to deploy immersive digital and remote technologies when needed to facilitate efficient collaboration and communications. Remote Expert technology is a tool that allows for real-time work activity visualization, guidance, and collaboration. In this application, site personnel use handheld devices or don a hardhat-mounted heads-up display headset that allows the worker a completely hands-free, voice-controlled user interface. We use this seamless connection to stream live video from the field and digitally annotate site features to provide expert guidance and oversight from anywhere. Remote Expert allows on-site workers to consult in real-time with subject matter experts, project managers, partners, and other stakeholders. Arcadis is using remote expert technology now to perform kick-off meetings, engage technical experts, assist lone-workers, honor social distancing recommendations, and continue routine client/agency site inspections remotely, without need for travel, to maintain project continuity and get work done. - Arcadis has been successfully deploying apps for field data collection, such as FieldNow and Fulcrum, which not only allow for real-time input of information and upload of photos and files, but also generate automated reports, saving time and ensuring standardized deliverables. This has the added bonus of reducing errors in data management, as well as reducing costs and time. - Having maps and survey forms on the tablets allows teams to be dynamic and

work across the whole scheme, as well on different surveys types where appropriate. - Drones and UAVs (Unmanned Aerial Vehicle) can be used to reduce field personnel in the collection of geolocalized data and topographic measurements, adding agility and reducing the cost of data capture.

3) Videoconferencing - By reducing in-person client meetings and visits, we reduce fuel consumption and optimize the time of the team of professionals that was previously spent traveling. Even with the lifting of social distancing rules as COVID-19 becomes more manageable, Arcadis is committed to reflecting on the cost benefit of face-to-face meetings and opt for videoconferencing as much as possible.

4) Emission offsets - Offsets could be achieved by including site revegetation into existing remediation services or purchasing offsets through greenhouse gas (GHG) reduction projects.

Requesting member

Johnson & Johnson

Group type of project

Relationship sustainability assessment

Type of project

Assessing products or services life cycle footprint to identify efficiencies

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

1-3 years

Estimated lifetime CO2e savings

Estimated payback

1-3 years

Details of proposal

Arcadis will continue to work with Johnson & Johnson (J&J) to ensure compliance with all federal, state, and local sustainability regulations and identify operational efficiencies that could result in energy reductions. Through this work Arcadis hopes to collaborate with J&J in identifying areas where performance can be improved beyond compliance while generating reductions in operational emissions. These emissions reductions may result from reductions in waste generation, increased recycling, and improved building energy and water efficiency. While some of these activities would not directly lower the J&J's or Arcadis' emissions, they may reduce emissions from suppliers or other vendors and help drive sustainability commitments within their supply chain and beyond their direct suppliers, thus resulting in an overall global reduction in GHG emissions. These

reduction initiatives include virtual site visits, WTP/pumping optimization, focus on efficiency as we support design on new buildings and on and improving efficiency during our engagement on existing buildings/equipment, programmatic optimization related to energy transition and/or water conservation. While some of these activities may not lower J&J's emissions, they may reduce emissions from suppliers or other vendors, thus resulting in an overall global reduction in GHG emissions.

Requesting member

Johnson & Johnson

Group type of project

Reduce Logistics Emissions

Type of project

Other, please specify

Electronic submittals and communication

Emissions targeted

Estimated timeframe for carbon reductions to be realized

0-1 year

Estimated lifetime CO2e savings

Estimated payback

0-1 year

Details of proposal

Arcadis continues to work with Johnson & Johnson (J&J) to improve sustainability. Project deliverables, invoices (via Ariba and others), proposals, qualifications and similar are all delivered electronically. Additionally, we utilize electronic communication platforms such as Teams to improve communications across offices and with J&J, allowing us to provide a best team approach while minimizing travel and offering cost savings. To the extent possible, we will also utilize public transportation and continue to lease energy efficient buildings. Throughout the year, we will continue to actively formulate new concepts and ways for Arcadis and J&J to partner, improving our living environment and collective sustainability impacts.

Requesting member

Johnson & Johnson

Group type of project

Change to provision of goods and services

Type of project

Other, please specify

Green remediation

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

0-1 year

Estimated lifetime CO2e savings

Estimated payback

0-1 year

Details of proposal

One of our greatest impacts to Johnson & Johnson's (J&J's) carbon footprint is realized in our project work and the incorporation of sustainable strategies in our remediation and investigation projects. We routinely incorporate the Triple Bottom Line, as outlined by the Sustainable Remediation Forum (SURF), into our remediation evaluations and feasibility studies for assessment of the combined financial, environmental, and social impacts of remedial strategies. Arcadis values partnering with J&J in developing and implementing sustainable solutions to J&J's environmental liabilities.

Examples of solutions developed by J&J and Arcadis that incorporate sustainability include:
- Development of site-specific risk based remedial goals limiting cost, time, and resources, while being protective of human health and the environment. - Implementation of in-situ strategies, including: o Enhanced reductive dichlorination remedies that enhances natural biochemical processes and the destruction of contaminants of concern. o Transitioning from pumping and treating to in-situ strategies, reducing ex-situ wastewater and treatment related O&M cost. - Implementation of monitored natural attenuation while being protective of human health and the environment. - Transitioning to no-purge groundwater sampling methods reducing investigation derived waste (IDW)generation and sampling cost. - Transitioning to all digital data gathering and tracking platforms that promotes real-time QA/QC protocols and tracking of samples and field data. In instances where the less sustainable practice of soil excavation has been the most pragmatic or protective remedial solution, the design has included reducing the volume of material to be excavated and disposed in landfills and increasing the re-use of site soil.

Arcadis has developed technologies and practices that in the future can further support J&J's sustainable goals. Examples include the patented Thermal In-situ Sustainable Remediation (TISR) technology. TISR utilizes solar panels to heat groundwater and thereby generate temperature enhance biotic and/or abiotic degradation. TISR is effective for a range of contaminants and is associated with a modest capital and O&M

cost compared to conventional remediation strategies. Furthermore, approximately 50% of the infrastructure can be re-used at other remediation sites or for other purposes. We will continue to actively formulate new concepts and ways for Arcadis and J&J to partner, improving our living environment and collective sustainability impacts. We are committed to continuing our journey with J&J and partnering on developing innovative and sustainable solutions to new and existing challenges.

Requesting member

Johnson & Johnson

Group type of project

Relationship sustainability assessment

Type of project

Aligning goals to feed into customers targets and ambitions

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

1-3 years

Estimated lifetime CO2e savings

Estimated payback

1-3 years

Details of proposal

Arcadis is collaborating with Johnson & Johnson (J&J) on their Women in Science, Technology, Engineering, Math, Manufacturing and Design (WiSTEM2D) outreach in Europe. Our joint workstreams include several sustainability topics and events. All planning, collaboration and outreach activities are virtual. Through this work Arcadis and J&J will drive the development of the next generation of young women around STEM2D and Sustainability, increasing awareness, knowledge and interest. While these activities would not directly lower J&J's or Arcadis' emissions, they are nurturing the future of sustainability and STEM2D, thus contributing to resulting in an overall global reduction in GHG emissions.

Requesting member

Los Angeles Department of Water and Power

Group type of project

Relationship sustainability assessment

Type of project

Assessing products or services life cycle footprint to identify efficiencies

Emissions targeted

Actions that would reduce both our own and our customers' emissions

Estimated timeframe for carbon reductions to be realized

Other, please specify

3-10 years

Estimated lifetime CO2e savings

96,000

Estimated payback

Other, please specify

3-10 years

Details of proposal

Arcadis recognizes the importance of early engagement and collaboration in achieving sustainability goals. Arcadis is currently working with a Southern California municipality to capture, treat, and beneficially reuse stormwater and wastewater. This project is anticipated to achieve Envision Platinum. Arcadis sees a similar opportunity with LADWP's Operation NEXT and would like to discuss it in more detail.

Requesting member

Los Angeles Department of Water and Power

Group type of project

Relationship sustainability assessment

Type of project

Assessing products or services life cycle footprint to identify efficiencies

Emissions targeted

Actions that would reduce both our own and our customers' emissions

Estimated timeframe for carbon reductions to be realized

3-5 years

Estimated lifetime CO2e savings

100,000

Estimated payback

3-5 years

Details of proposal

Arcadis understands LADWP is working towards refining and reducing its Scope 3 emissions. To the extent that help is needed, Arcadis would be glad to help. Otherwise,

Arcadis would appreciate the opportunity to discuss how we can best help LADWP reduce said emissions.

Requesting member

Goldman Sachs Group Inc.

Group type of project

Other, please specify

Loan portfolio emissions reductions

Type of project

Emissions targeted

Other, please specify

Reducing partners' scope 3 (financed) emissions

Estimated timeframe for carbon reductions to be realized

1-3 years

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

Arcadis is providing technical assurance roles on development projects funded by Goldman Sachs. Arcadis will continue to work with Goldman Sachs to report on compliance with local sustainability regulations on these projects. Through this work, Arcadis hopes to collaborate with Goldman Sachs to identify emissions reduction opportunities across the loan portfolio beyond compliance with regulations. These emissions reductions may result from resource efficiency (embodied carbon, energy, water and waste), and whilst these activities would not directly lower Goldman Sachs emissions, they will reduce emissions from the loans they provide to their customers and help drive sustainability commitments beyond their direct emissions thus resulting in an overall global reduction in GHG emissions.

Requesting member

SSE

Group type of project

New product or service

Type of project

New product or service that reduces customers products / services operational emissions

Emissions targeted

Other, please specify

Estimated timeframe for carbon reductions to be realized

3-5 years

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

We created an integrated Sustainability Strategy for Scottish and Southern Electricity Network Distribution (SSEN-D) that supports the safe and reliable supply of clean energy as part of the business plan submission under RIIO-ED2. Not only setting the benchmark on how SSEN-D was going to meet targets but with a clear pathway to go beyond the minimum, to create a fair and just decarbonised electricity network for the future. Building blocks include a Sustainable Procurement Model, a Climate Resilience Strategy and Engineering Justification Papers underpin the sustainability measures. The integrated Strategy is anchored in Sustainable Development Goals and outlines in five key pillars how sustainability is brought to all facets of its business. Comprised of four building blocks, the strategy details how Science Based Targets will be met, whilst the Climate Resilience approaches tackle keeping the lights on in the face of a changing climate. Tactical Engineering Justifications detail how sustainability measures would be achieved. And a revised Procurement Model brings the supply chain into the conversation with new ways of working to curb carbon emissions, whilst helping them create a pathway in sustainability. Through this integrated Strategy, SSEN-D go beyond the regulatory minimum, beyond offsetting and carbon credits, beyond clean energy, to set out a blueprint for how distribution network operators and other utilities could make a difference.

Requesting member

The Dow Chemical Company

Group type of project

Change to supplier operations

Type of project

Implementation of energy reduction projects

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

3-5 years

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

Arcadis offers a Net Zero Optimizer software solution developed by Arcadis Gen which supports our clients with evaluating the impact to invest and decarbonization for the various projects over time and allows modelling of various scenarios. In addition to modelling planned scenarios, the tool can recommend and optimize the implementation strategy to meet the client objectives. There may be an opportunity for Dow to leverage the Net Zero Optimizer to input their detailed roadmap, to support evaluation and updating of the strategy as conditions change or Dow's need to speed up or slow down various projects changes overtime.

Requesting member

The Dow Chemical Company

Group type of project

Change to supplier operations

Type of project

Other, please specify

Sustainability reporting digital transformation

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

1-3 years

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

With the fast paced improvements in digital infrastructure, the addition of Artificial Intelligence in daily data processing, and the high demand on data collected for compliance reporting, Arcadis has developed multiple solutions, tools and processes to help clients collect, centralize, standardize and visualize data in ways that would not

only help create a transparent, accurate and auditable chain of information flow from source to report, but also help reduce costs, minimize duplication, and redundancies. These solutions not only allow companies to accurately represent their emissions data (Scopes 1, 2 and 3) to all internal and external stakeholders, but also opens up resources to focus on critical operational tasks and activities. As a leader in digital EHS technology implementation services, Arcadis helps clients with digital roadmapping and strategies, compliance, ESG, and sustainability digital tools assessments, both off the shelf, and custom-builts, as well as the design, implementation, and sustainment (including MOC) of the systems selected.

Requesting member

The Dow Chemical Company

Group type of project

Relationship sustainability assessment

Type of project

Assessing products or services life cycle footprint to identify efficiencies

Emissions targeted

Actions to reduce customers' operational emissions (customer scope 1 & 2)

Estimated timeframe for carbon reductions to be realized

1-3 years

Estimated lifetime CO2e savings

Estimated payback

Details of proposal

Arcadis is a supplier of remediation services for Dow. A small pilot test was completed on a portion of Dow's sites with Arcadis support leveraging Arcadis' Remediation Sustainability Best Management Practice (SBMP) tools. These tools include a survey and dashboard reports which track SBMPs across the portfolio of sites. The results of the survey indicated a number of opportunities within the portfolio of sites where changes could be made to improve sustainability of the projects. There is an opportunity for Dow to leverage the SBMP tools and support the improvement projects across their full remediation portfolio to improve sustainability and reduce emissions.

SC2.2

(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

No

SC4.1

(SC4.1) Are you providing product level data for your organization's goods or services?

No, I am not providing data

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms