

Our Own Sustainability Journey

November 2023





**Beyond net zero...
...what have we
promised?**

Our sustainability ambitions



For Arcadis' Operations

- We're committed to achieve **net zero by 2035**
- **Lead ESG rankings** in industry
- **100% renewable** electricity by 2022
- **Reduce 50% of emissions** from domestic and international flights by 2025
- **Halve company emissions by 2028**
- Transition entire company **fleet to EV by 2030**
- No net biodiversity loss will occur at Arcadis locations
- For Arcadis locations with > 20% open area, Arcadis will deliver a biodiversity net gain of 10% by 2030

For Arcadis' Business

- We will make sustainability a **demonstrable aspect of all** our technical and advisory solutions
- We will make **sustainability a part of every project**, every bid and every client engagement
- We will only work with **clients who are committed to the goals of the Paris Agreement**

Planet
(Net Zero)

People
(Quality of Life)

- We will provide appropriate, **practical training** to empower and equip **all Arcadians to deliver sustainable outcomes for clients** and help them make our own **operations more sustainable**
- We will achieve top quartile performance for professional services, as measured by our "Your Voice" staff surveys
- Our workforce will be more than 40% female
- We will reduce voluntary staff turnover to less than 10% per year

- We will develop a **globally coordinated platform** that fosters **Community engagement programs** for our people, so we can deliver more **sustainable outcomes for communities**, today (community outreach, tomorrow (environmental conservation) in the future (inspiring careers in design and engineering))
- **We will not engage in projects** that have a net, **long-term negative impact on quality of life or the advancement of the SDGs**

Arcadis' Net Zero Milestones

Target: Net zero by 2035

Completed Net Zero Short-term Milestones



Reduced Scope 1 and 2 emissions by 65% in 2022 compared to 2019 baseline



Offset 100% of residual scope 1 & 2 emissions and select scope 3 emissions through high quality offsets, already in place since 2020, as an interim step on the path to net zero



Sourced 100% renewable electricity globally beginning in 2022



Began transitioning carbon credits from offset projects to carbon credits from removal projects



Reduce 50% of emissions from domestic and international flights by 2025



Transition company fleet to electric vehicles by 2030



Joined CDP Supply Chain to begin supplier engagement

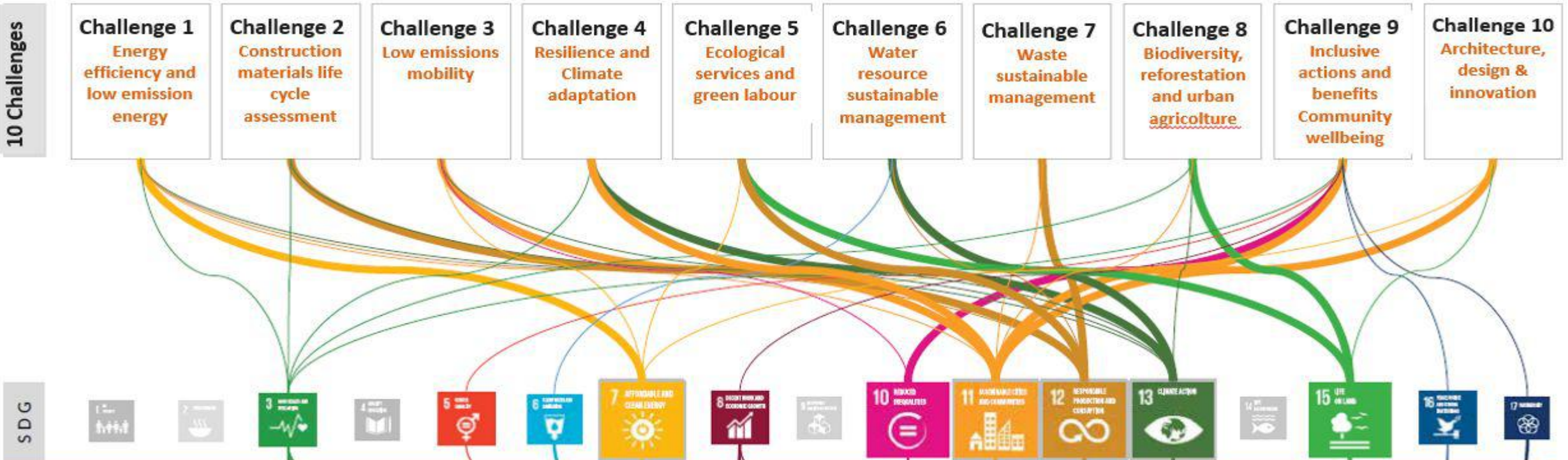
Short-term Net Zero Milestones in Progress

Arcadis' Sustainability Solutions

Multidisciplinary Approach

Our lenses

10 Sustainability Challenges



17 Sustainable Development Goals

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RISULTATI DI LOC

before
10.2K SQM
OF VEHICULAR SPACE
after
5.4K SQM
OF VEHICULAR SPACE

after
+4.7K SQM
PHOTOVOLTAIC PANELS

after
+4.2K SQM
GREEN AREA

after
+1.1K SQM
OF BIKE PATHS

after
+2.8K SQM
REGENERATED AREA
OF PORPORA BUILDING

after
-35%
CO2 EMISSIONS

after
+8.4K SQM
INDOOR ATTRACTIVE
FUNCTIONAL PROGRAM

after
+500
LOC + FORESTAMI
TREES

before
2.5K SQM
OF PUBLIC SPACE
after
12.1K SQM
OF PUBLIC SPACE

Measuring with numbers for improving quality of life