

TRACTEBEL



CO2 Performance Ladder

Progress CO2 reduction objectives
& action plan

25 September 2025



PUBLIC



INTERNAL



RESTRICTED



CONFIDENTIAL

Presentation topics

1. Progress CO2 reduction objectives

- Overview reduction objectives
- CO2 emissions 2024 and trend w.r.t. 2023

2. Progress of reduction action plan

- Overview & Progress

Progress Reduction objectives

Overview reduction objectives

Reduction Objectives

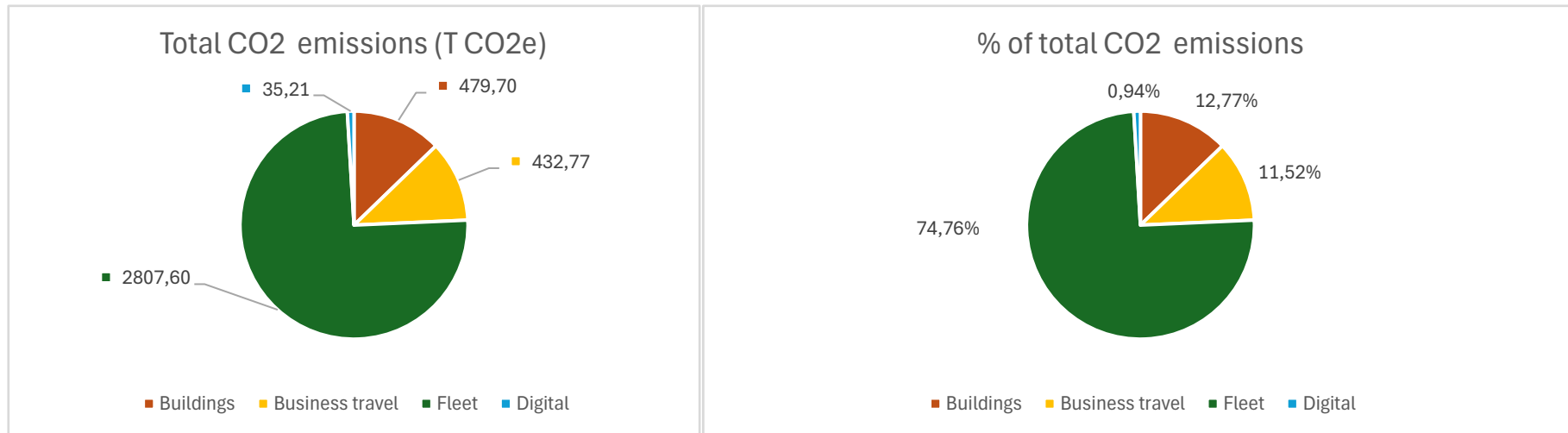


Domain	Objectives
Fleet	<p>By 2030, all new purchased company vehicles will be fully EV. As from 2035, the complete fleet will be fully electrified.</p> <p>Reduction potential by 2035: 70 % on the fleet emissions, i.e. 55,8 % of the total CO₂ emissions, compared to 2023.</p> <p>Yearly reduction potential: 4,65 % of total CO₂ emissions</p>
Administrative Buildings	<p>End 2026, our Brussels office will move to a more sustainable building in the centre of Brussels.</p> <p>More sustainable heating and cooling installations and the installation of solar panels should help us to reduce our CO₂ emissions as from 2027.</p> <p>Reduction potential in 2027: 5% of the Buildings CO₂ emissions, i.e. 0,5% of the total CO₂ emissions, compared to 2023.</p>
Business Travel	<p>We continue to monitor the correct application of the Travel Policy.</p> <p>Reduction potential by 2035: 18% of the travel emissions, i.e. 1,75 % of the total CO₂ emissions, compared to 2023.</p> <p>Yearly reduction potential: 0,15 % of total CO₂ emissions.</p>
Digital usages	Improve quality of digital data

Progress Reduction objectives

CO2 emissions 2024 and trend w.r.t. 2023

Total CO2 emissions in 2024 amount to **3755,3 T CO2e**.



Total CO2 emissions in 2023 amounted to 4789,7 T CO2e.

Per emission source : Fleet 3833,93 T CO2e (80,05%); Building 465,17 T CO2e (9,71%);
Business travel 454,15 T CO2e (9,48%); Digital 36,43 T CO2e (0,76%)

Progress Reduction objectives

CO2 emissions 2024 and trend w.r.t. 2023

Trend 2024 vs. 2023

For 2024 there is a **21,60%** reduction compared to 2023 total emissions.

Most of this reduction is realized in the category fleet.

Category	2023 (T CO2)	2024 (T CO2)	Reduction 2024 w.r.t. 2023 (T CO2)	% reduction w.r.t. 2023
Buildings	465,171	479,700	-14,529	-3,12%
Business travel	454,147	432,773	21,374	4,71%
Fleet	3833,934	2807,604	1026,330	26,77%
Digital	36,430	35,212	1,217	3,34%
Grand Total	4789,681	3755,288	1034,393	21,60%

The 2024 CO2 emissions per employee for the different categories are
Number of employees in 2024: 1296 FTE

Compared to 2023 emissions per employee (3,722 T CO2),
there is a reduction of **0,82 T CO2**.

Category	Per employee (T CO2)
Buildings	0,370
Business travel	0,334
Fleet	2,166
Digital	0,027
Grand Total	2,898

Progress of reduction action plan

Overview of measures & Progress

Measures with action plan to achieve the reduction objectives.

Organizational measures	Action	Status	Progress
M 1: Net ZERO CO2 goal 2050 Target: net 0 CO2 by 2050; yearly target reduction on average 5%	Implementation of reduction objectives by <u>2035</u> , periodic re-evaluation & update where needed. All remaining business travel emissions will be offset.	Ongoing	Yearly 5% reduction target exceeded in 2024 vs. 2023
M 2: Awareness of carbon emissions among staff Target: over 50% of new consultants and project leaders	<u>Every</u> new employee and subcontractor has to follow an induction training on Environment. CO2 Performance ladder has been added to the content.	Ongoing & continuous	Target of 50% exceeded .

Progress of reduction action plan

Overview

Measures with action plan to achieve the reduction objectives.

Office measures	Action	Status	Progress
M 3: Public transport location choice Target: > 50% of offices located near public transport (max. 500 m).	Our offices in Brussels, Namur, Gent and Antwerp (<u>77%</u> of total building area) is located next to a railway station. The new office in Brussels is located above a metro station.	Continuous	Target of 50% exceeded .
M 4: Use of sustainable heat and/or heat and cold storage Target: Sustainable heating & cooling: 10% - 50% of total energy consumption.	Move end 2026 of the Brussels office to more sustainable building. To assess when sustainable techniques become more clear.	Not yet started	To assess when it becomes more clear which sustainable techniques used.

Progress of reduction action plan

Overview

Measures with action plan to achieve the reduction objectives.

People mobility measures	Action	Status	Progress
M 5: Electrification of fleet (Zero emission vehicles - EV) Target: 15% of the fleet are EV. For (re)new(ed) lease contract, an EV is always ordered	Promote the use of the mobility budget policy and perform accelerated electrification of the fleet.	Ongoing & continuous	% Full-EV vehicle in (re)new(ed) contracts: 2022 3,08%; 2023 7,63%; 2024: 19,9% In 2024 target of 15% is exceeded .
M 6: Reducing car usage Target: Introduction of an individual mobility budget for all staff driving a lease car, with the aim of reducing the number of lease cars	Promote the use of the mobility budget policy	Ongoing & continuous	No data available yet.
M 7: Promotion of train travel for long distances Target: The organisation requires travel by train for distances less than 500 km	Monitor the correct application of the Travel Policy.	Ongoing & continuous	No reliable data available. Spot check on top 20 air transactions in Jan-Jul 2025 shows only 1,7% (7/404) flights with distance < 500 km.