

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

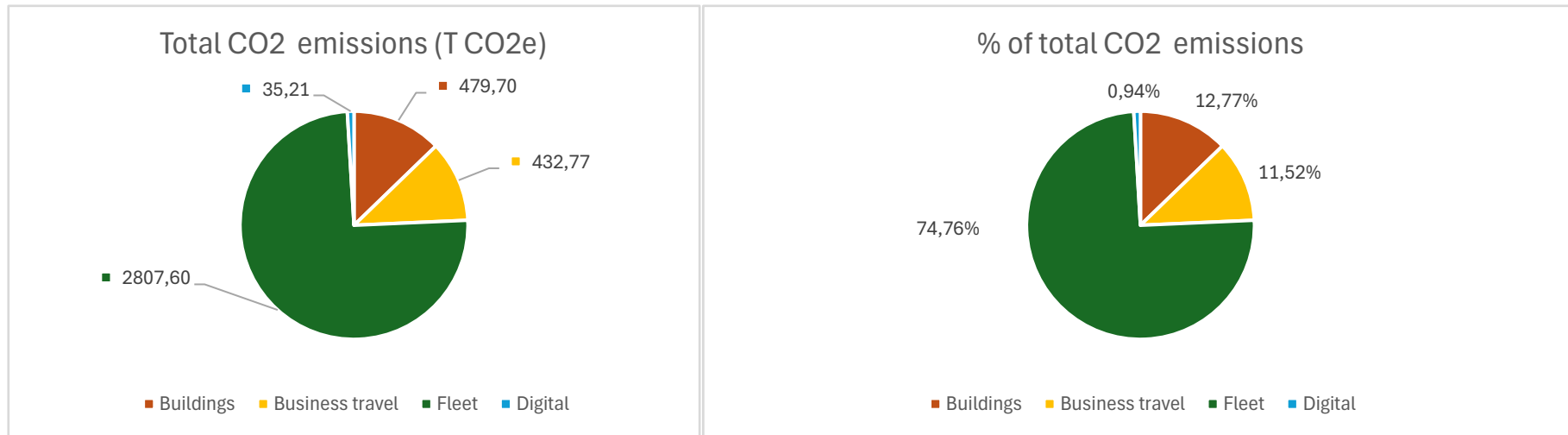


Domain	Objectives
Fleet	<p>By 2030, all new purchased company vehicles will be fully EV. As from 2035, the <b>complete fleet</b> will be <b>fully electrified</b>.</p> <p><b>Reduction potential by 2035:</b> 70 % on the fleet emissions, i.e. 55,8 % of the total CO<sub>2</sub> emissions, compared to 2023.</p> <p><b>Yearly reduction potential:</b> 4,65 % of total CO<sub>2</sub> emissions</p>
Administrative Buildings	<p>End 2026, our Brussels office will move to a <b>more sustainable building</b> 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 CO<sub>2</sub> emissions as from 2027.</p> <p><b>Reduction potential in 2027:</b> 5% of the Buildings CO<sub>2</sub> emissions, i.e. 0,5% of the total CO<sub>2</sub> emissions, compared to 2023.</p>
Business Travel	<p>We continue to monitor the correct application of the Travel Policy.</p> <p><b>Reduction potential by 2035:</b> 18% of the travel emissions, i.e. 1,75 % of the total CO<sub>2</sub> emissions, compared to 2023.</p> <p><b>Yearly reduction potential:</b> 0,15 % of total CO<sub>2</sub> emissions.</p>
Digital usages	<p>Improve quality of digital data</p>

# 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%
<b>Grand Total</b>	<b>4789,681</b>	<b>3755,288</b>	<b>1034,393</b>	<b>21,60%</b>

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
<b>Grand Total</b>	<b>2,898</b>

# 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 <b>Target: net 0 CO2 by 2050; yearly target reduction on average 5%</b>	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 <b>exceeded</b> in 2024 vs. 2023
M 2: Awareness of carbon emissions among staff <b>Target: over 50% of new consultants and project leaders</b>	<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% <b>exceeded</b> .

# 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 <b>Target: &gt; 50% of offices located near public transport (max. 500 m).</b>	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% <b>exceeded</b> .
M 4: Use of sustainable heat and/or heat and cold storage <b>Target: Sustainable heating &amp; cooling: 10% - 50% of total energy consumption.</b>	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) <b>Target: 15% of the fleet are EV. For (re)new(ed) lease contract, an EV is always ordered</b>	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 <b>exceeded</b> .
M 6: Reducing car usage <b>Target: Introduction of an individual mobility budget for all staff driving a lease car, with the aim of reducing the number of lease cars</b>	Promote the use of the mobility budget policy	Ongoing & continuous	No data available yet.
M 7: Promotion of train travel for long distances <b>Target: The organisation requires travel by train for distances less than 500 km</b>	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.