PUBLIC

Environmental Report Iv-Groep 2025

Revision: 1

Date: 31 March 2026

Iv-Groep b.v.

Engineering that Excites

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Sustainability within the DNA of our projects

At Iv, we believe that true impact arises when projects, people, and processes reinforce one another. Iv's recent financial results reflect the strength of our approach, showcasing how integrating people, planet, and profit can lead to both societal impact and business success.

These results reinforce our belief that sustainability is not just a responsibility but also a driver of growth and resilience. Our vision is rooted in the urgent challenges facing the world today, particularly climate change, which affects our environment, economy, and society. To address these challenges, we leverage our knowledge, innovation, and technical expertise to actively contribute to the climate transition.

Sustainability embodies this vision, carefully integrating people, planet, and profit into our approach. We are intrinsically motivated to create solutions that add measurable value, ensuring that future generations can thrive in a resilient and sustainable world. By embedding sustainability into our design choices, execution, and decision-making processes, we help our clients meet the demands of today while preparing for the challenges of tomorrow.

To achieve this, we take responsibility for our own role in the climate transition. In line with the Paris Agreement, we work systematically to reduce our CO_2 footprint, translating our ambitions into concrete goals and actions. Our climate transition plan represents a significant step towards becoming a future-proof and resilient organisation.

We view sustainability as a shared responsibility, driven by collaboration. Together with our clients and partners, we aim to accelerate sustainable change, increase societal value, and make a meaningful difference. Guided by our core values, we pursue sustainable partnerships across the value chain, ensuring that our expertise contributes to long-term impact.

Maarten van de Waal

CEO Iv-Groep

Summary

This Environmental Report for Iv-Groep provides a detailed evaluation of the organization's sustainability efforts and environmental impact.

It outlines the context, scope, and responsibilities, emphasizing compliance with ISO 14001 standards and the CO_2 Performance Ladder framework (§1). The report highlights the organization's sustainable impact in our projects, detailing specific measures and results (§2). It presents data, targets, and strategies for reducing Scope 1, 2, and 3 emissions, such as transitioning to electric vehicles and increasing the use of green electricity (§3 and §4).

Trends in energy consumption and fleet composition are analysed, showing progress in reducing reliance on fossil fuels (§5). The report evaluates emission reduction goals for 2025, noting significant reductions in Scope 1 emissions but identifying challenges in addressing Scope 2 and 3 emissions (§6). It provides an in-depth perspective on Scope 3 emissions, emphasizing improved data collection and targeted measures (§7). Benchmarking compares Iv-Groep's sustainability goals with industry peers, offering insights into relative performance (§8).

Compliance with environmental laws and regulations is reviewed, including waste management policies (§9). Audit results reflect on internal and external assessments of ISO 14001 and the CO_2 Performance Ladder, highlighting areas for improvement (§10). Finally, appendices provide additional data and evaluations, reinforcing Iv-Groep's commitment to sustainability and continuous improvement.

Table of contents

1 Introduction

This report aims to report and evaluate our environmental objectives. These include the environmental goals within our projects as well as the objective to reduce CO_2 emissions.

The emission inventory for the entire year 2025 serves as the accountability for Energy Efficiency Directive (EED), certification requirements of the CO_2 Performance Ladder and has been conducted in accordance with ISO 14064-1:2018 and GHG Protocol.

1.1. Context of this report

This environmental report marks a milestone for a number of changes within our organisation, within our environmental policy and within the way our environmental policy is assessed.
There are a number of underlying changes that are incorporated in this yearly evaluation.

- New Strategy Canvas for 2028;
- New Climate Transition Plan, enforced on 9 February 2026, marking our renewed sustainability goals for 2030 and 2050;
- Renewed scope definition for our emission inventory;
- New Social Report on 2025, including: Social, Environmental, Safety, Governance aspects;
- Evolving environmental regulations: CSRD;
- Evolving certifications: New handbook 4.0 for CO_2 Performance Ladder. Possibly influencing corresponding scope definition for this certification;
- Adapted CO_2 calculation method.

1.2. References

- Memo Progress of Environmental Objectives in Projects[1] 2025, Rev 1;
- Climate Transition Plan[2], Rev 2, 2026;
- PowerBI Dashboard, CO_2 emissions 2025 .

1.3. Responsibilities

The responsibility for recording and reporting the emission inventory lies with the sustainability manager of Iv-Groep. Determining, continuing, and safeguarding the CO_2 reduction policy is the responsibility of the sustainability steering group, the sustainability working group, the sustainability manager, and Iv-Groep management board.

[1] Dutch: Notitie, Voortgang milieudoelstelling in de projecten
[2] Dutch: Klimaat Transitieplan (KTP)

1.4. Reporting scope boundaries

1.4.1. Description of organization

Iv-Groep is a globally operating consultancy and engineering firm. With more than 1.800 professionals, Iv-Groep offers a multidisciplinary service package to the following markets: Energy and Offshore, Infrastructure and Water, Industry, Buildings, and Maritime. Iv-Groep operates from ten offices in the Netherlands and five offices abroad. Iv-Groep is organized into a market-oriented divisional structure. The various companies within Iv-Groep operate independently and under their own names.

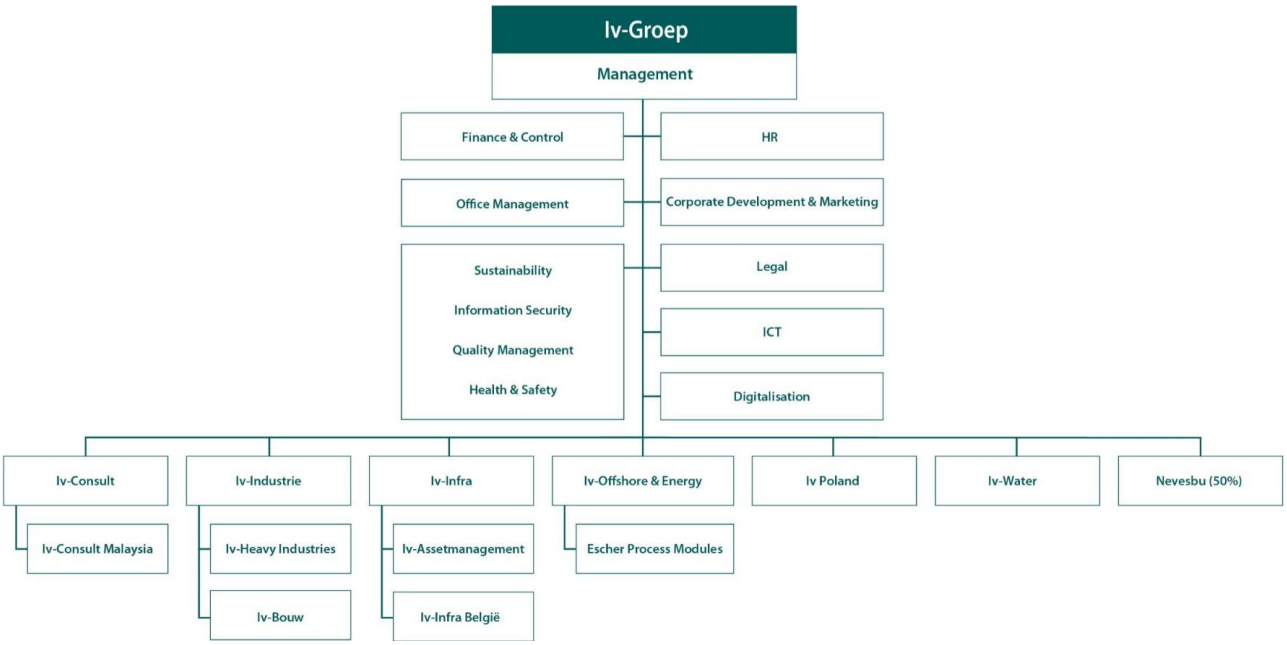


Figure 1 - Organisation structure Iv-Groep

1.4.2. Reporting Scope ISO 14001

Iv-Groep, Iv-Consult, Iv-Industrie, Iv-Infra, Iv-Offshore & Energy, Iv-Water and Nevesbu fall within the organizational boundaries as defined by the requirements of the ISO 14001 certification.

1.4.3. Reporting Scope CO_2 Performance Ladder 3.1

Iv-Infra, Iv-Water, Iv-Bouw, Iv-Industrie, Iv-Consult and Iv-Groep (staff) fall within the organizational boundaries as defined by the requirements of the CO_2 Performance Ladder, Handbook 3.1[3].

1.4.4. Reporting Scope emission inventory

The emission inventory in this report has been prepared based on all material emissions that fall within the scope of our business activities. This includes both direct and indirect emissions, in accordance with the requirements of the Energy Efficiency Directive (EED) and certification requirements of the CO_2 Performance Ladder. Within the current emission inventory, the emissions related to activities of Iv-Infra Belgium, with 8 of the 1.880 employees, is not fully elaborated. This is in line with the EED materiality guidelines.

[3] The new organizational boundaries, as required by the CO_2 Performance Ladder, Handbook 4.0, will be defined in Q1 2026. If applicable, our Belgian office will be fully included in the next emission inventory.

2 Sustainable impact in our projects

We are dedicated to embedding sustainability and climate resilience into every aspect of our projects[4]. Sustainability is not treated as an add-on but as a core principle in our design, delivery and evaluation processes. Our freshly set goal in 2026 is to achieve at least 75% of project revenue to contribute to sustainability and societal impact, creating lasting value for both society and the environment.

2.1. Results

Our goal for 2025 was to achieve at least 50% of project revenue to contribute to sustainability. Detailed evaluation is available in the report "*Progress of the environmental objective in the projects*"[5].

In 2025, a total of 1.242 projects were evaluated for their impact on sustainability aspects. Of these, 234 projects were excluded from assessment due to division-specific participation criteria. Within the selection of 1.242 projects, there were 214 projects where demonstrable sustainable influence was achieved, while in 794 projects, efforts for sustainable impact were ultimately not realized. The 1.008 projects with a "Yes" or "No" score represent a total billing value of approximately €89 million. Of these projects, 37% (€33 million) received a positive sustainability assessment ("Yes"), while 63% (€56 million) were assessed as "No."
Based on billing value, the overall sustainability score across all divisions is 37%. Unfortunately, this is still below the target of at least 50% and is also lower than the 2024 score of 43%. As in 2024, there is significant variation at the division level, ranging from 13% to 76%.

Initial Evaluation of Numerical Outcomes and Follow-Up

Following a brief initial evaluation of these figures, the Sustainability Working Group has decided to establish a temporary think tank to further analyse the causes of this decline. Additionally, each division will review whether the current measurement methods and criteria remain appropriate. In this context, it also seems worthwhile to assess the alignment of the chosen measurement approach and objectives with division-specific environmental ambitions.

[4] Projects from our Belgium, Polish and Malaysian branches are excluded for this environmental project goal.
[5] GRPA260087-MEM-201 Notitie - Voortgang milieudoelstelling in de projecten Rev 1 (Dutch)

2.2. Measures supporting sustainable impact in our projects

We are committed to embedding sustainable and climate-resilient design as a fundamental element in the DNA of all our projects. Our overarching ambition is to ensure that sustainability is not an add-on, but an integral part of how we design, deliver, and evaluate our work. By aligning our processes, expertise, and decision-making with this goal, we aim to create lasting value for both society and the environment.

Innovation

We aim to strengthen our environmental impact by structurally investing in innovation that drives sustainable and socially responsible outcomes. Each year, we allocate 0,2% of the previous year's revenue to the development of knowledge, tools, and the application of innovative solutions. These investments are specifically directed at projects that demonstrably contribute to environmental sustainability and societal value. By embedding innovation into our core processes, we ensure that new ideas translate into measurable improvements in resource efficiency, reduced emissions, and long-term ecological resilience.

Development

Our environmental ambition is supported by a strong focus on knowledge development and capacity building across all technical functions. We are committed to developing and implementing a structured training program that ensures sustainable design principles are widely understood and consistently applied in our projects. The target is to implement this program in at least three divisions per year. In addition, we aim to train cross-divisional knowledge carriers within every technical discipline specialists who focus on sustainable applications within their field. This approach ensures continuous knowledge sharing, accelerates the adoption of sustainable practices, and strengthens our organization's ability to deliver environmentally responsible solutions.

Digitalization

We leverage digitalization to enhance our ability to design and deliver sustainable solutions. Within the Infrastructure, Water, and Industry cluster, we are expanding existing databases and tools into fully developed, specialized knowledge platforms. These digital resources are designed to support project teams in identifying, developing, and implementing environmentally sustainable solutions more effectively. Our goal is to further develop and deploy these tools across at least three divisions per year, enabling data-driven decision-making, improving efficiency, and reducing environmental impact throughout the project lifecycle.

3 Results for Scope 1, 2 and 3

3.1. Data for Scope 1 and Scope 2 calculations 2025

The table below consolidates the key quantitative data underlying the Scope 1 and Scope 2 CO_2 emission inventory for 2019 (our former base year) and 2024 and 2025.

Table 1 - Quantitative Data for Scope 1 and Scope 2 footprint calculation, per year

	2019	2024	2025[*1)]	
Scope 1				
Natural gas	181.914	149.880	168.052	m3
Petrol	270.431	402.816	393.631	liters
Diesel	351.469	48.964	45.261	liters
Scope 2 (Fossil - Market based)				
Electricity - EV charging	54.620	127.728	462.407	kWh
Electricity - Offices	-	242.450	250.397	kWh
District heating & cooling	1492	1990	933	GJ
Scope 2 (Renewable - Market based)				
Electricity - EV charging	32.257	203.021	190.450	kWh
Electricity - Offices	2.033.224	1.681.934	2.199.887	kWh

Note 1: 2025 is new base year

3.2. Changes within CO_2 calculation method per 2025

From the year 2013 until 2024 Iv aligned its CO_2 measurement with the CO_2 Performance Ladder, Handbook 3.0 and 3.1. Our calculation method deviated, on purpose, from the GHG protocol on the following aspects:

- Scope 3 calculations were not included until 2024;
- Emissions related to 'business travel' were until 2024 incorporated in Scope 2, in stead of Scope 3;
- Emissions related to charging of our EV were until 2024 incorporated in Scope 1, in stead of Scope 2.

Since base year 2025 the CO_2 emission measurements correspond with the GHG protocol. The Scope 1 and Scope 2 emissions from 2019 (our former base year) and 2024 are recalculated according to the unaltered Subdivision as per GHG protocol and presented with the outcome for 2025 in Table 2.

Unless otherwise indicated, all necessary conversion factors for the CO_2 footprint calculation are derived from the Dutch website (https://www.co2emissiefactoren.nl) and have been processed, along with consumption-related data, in our Power BI data management system. For details refer to appendix B.

3.3. Total CO_2 Emission Results 2025

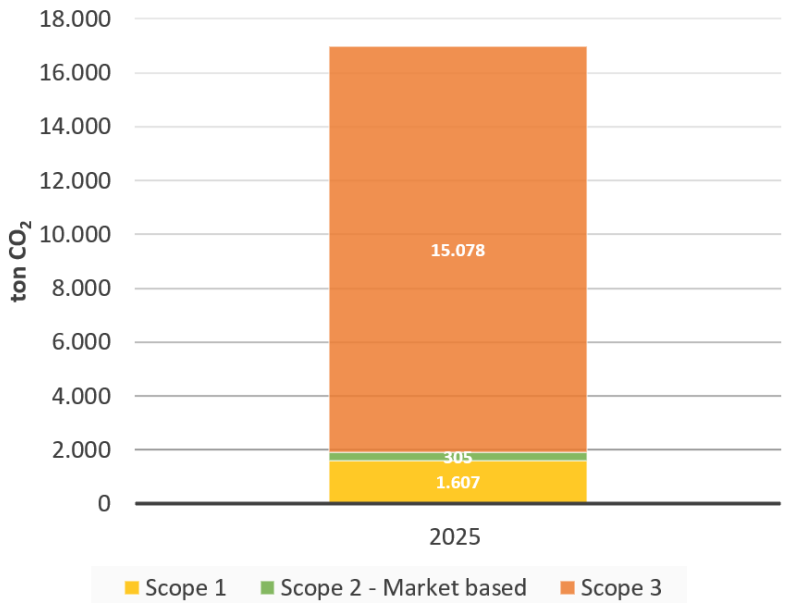
Table 2 - Scope 1, Scope 2 and Scope 3 Emissions

	2019	2024	2025 *1)	*3)
Scope 1 (ton CO_2eq)				
Natural gas	344	320	359	
Petrol	741	1.136	1.101	
Diesel	1.135	159	147	
	2.220	**1.615**	**1.607**	
Scope 2 (market based, ton CO_2eq)				
Electricity - EV charging	21	64	124	
Electricity - Offices	-	112	145	
District heating & cooling	54	50	36	
	75	**226**	**305**	
Scope 1 + Scope 2 (market based)	**2.295**	**1.841**	**1.912**	
Scope 3 *2)				
CAT 1 Purchased goods and services			13.277	*s.b.*
CAT 2 Capital goods			295	*s.b.*
CAT 5 Waste generated in operations			83	*prim.*
CAT 6 Business travel			632	*prim.*
CAT 7 Employee commuting			640	*prim.*
CAT 8 Upstream leased activa			150	*s.b.*
			15.078	
Scope 1 + Scope 2 (market based) + Scope 3			**16.990**	
Primary scope 3 data				*9%*

Note 1: 2025 is new base year

Note 2: Scope 3 data is not collected for the years 2019 until 2024.

Note 3: s.b. = spend based scope 3 data | prim. = primary scope 3 data



4 Our Scope 1, 2 and 3 targets

Our commitment to sustainability drives our efforts to reduce Scope 1, 2 and Scope 3 emissions, which are critical to minimising our environmental impact. Below, we outline our strategies and targets for these emissions categories, as defined on February 9th 2026, marking the conclusion of our '20-'25 environmental policy. Our ambition is clear: By 2050, we aim to achieve a demonstrable sustainable impact with all our projects and to be fully net-zero in terms of our footprint. As a near-term reduction target, we aim by 2030 to have our own footprint in line with the Paris Agreement, validated through the Science Based Targets initiative (SBTi). In the short term, we will continue to focus on sustainable mobility, green energy, and improving insight into our value chain. In this way, we are working step by step toward becoming a net-zero organization.

4.1. Scope 1 Emissions: Transitioning to Electric Vehicles

Scope 1 emissions, primarily from our vehicle fleet, are expected to rise slightly in 2026–2027 due to company growth, fleet expansion, and limited immediate replacement of fossil fuel vehicles with electric ones. However, the phased electrification of our fleet begins in 2026, with significant reductions anticipated from 2028 onwards. By gradually replacing fossil fuel-powered vehicles with electric vehicles (EVs), we aim to reduce Scope 1 emissions by an average of 8,8% annually. This will result in a 37% reduction in absolute Scope 1 emissions by 2030, compared to our 2025 baseline. This transition reflects our commitment to sustainable growth and operational efficiency.

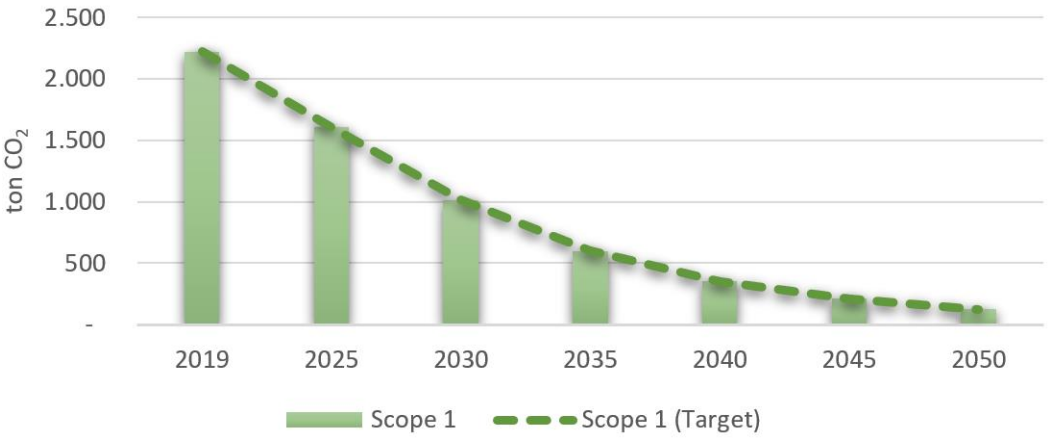


Figure 2 - Scope 1 Results and Targets

4.2. Scope 2 Emissions: Greening Electricity Use

Scope 2 emissions, stemming from electricity consumption, are being addressed through efforts to ensure vehicle charging is powered by green electricity. While we are installing renewable energy-powered charging stations on-site, we recognise that vehicles will also be charged at employees' homes and public stations, where electricity may not always be green. To meet our Science-Based Targets initiative (SBTi) goals, we are working to green grey electricity used in these scenarios. These measures are expected to reduce Scope 2 emissions by an average of 4,4% annually, achieving a 20% reduction by 2030 compared to 2025.

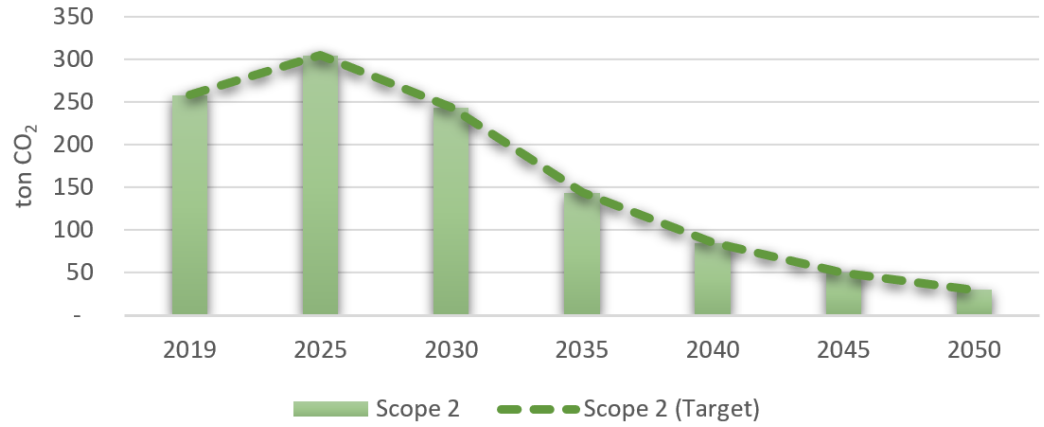


Figure 3 - Scope 2 Results and Targets

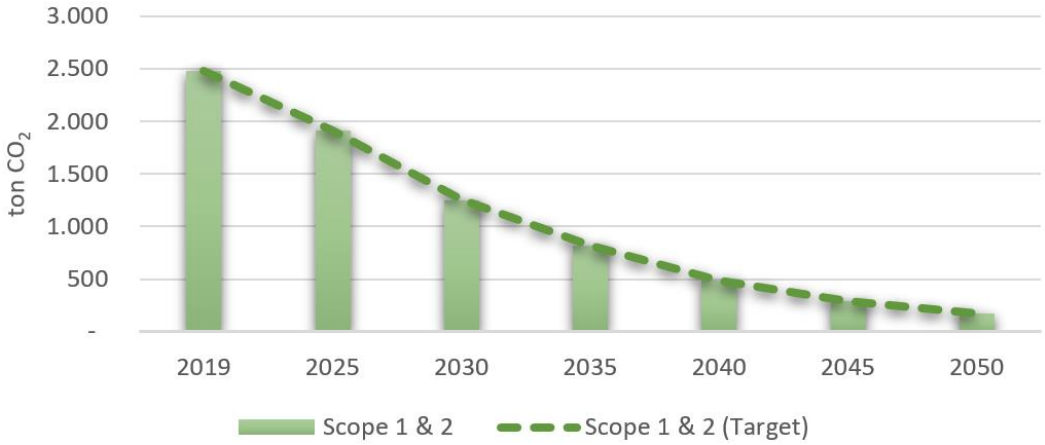


Figure 4 - Scope 1+2 Results and Targets

4.3. Scope 3 Emissions: Strengthening Data and Driving Impact

In 2025 the material categories of Scope 3 emissions were quantified for the first time. Currently, approximately 9% of the inventory is based on primary data, with the remainder determined using spend-based emission factors. Moving forward, we aim to improve the accuracy of Scope 3 data collection by increasing the use of primary data. This will enable us to better understand our influence on Scope 3 emissions and prioritise targeted measures with greater impact.

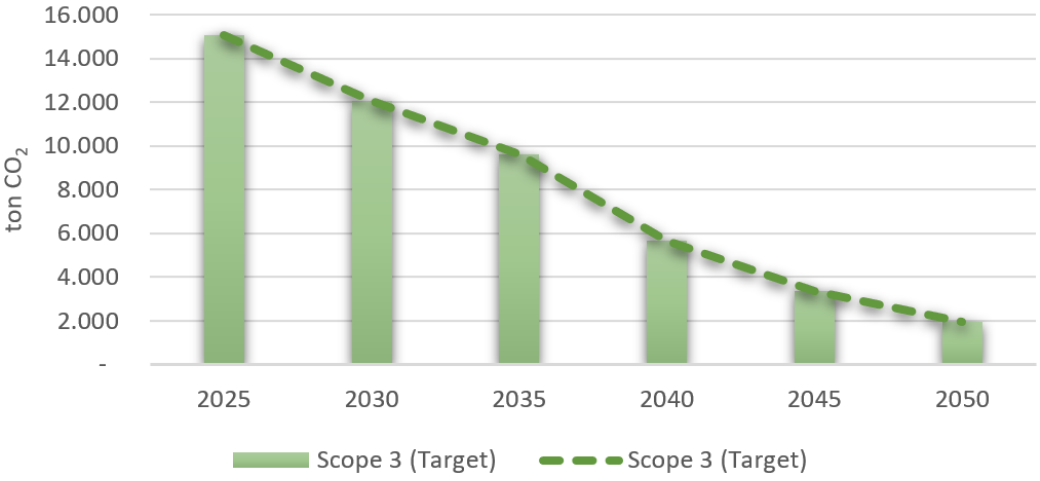


Figure 5 - Scope 3 Results and Targets

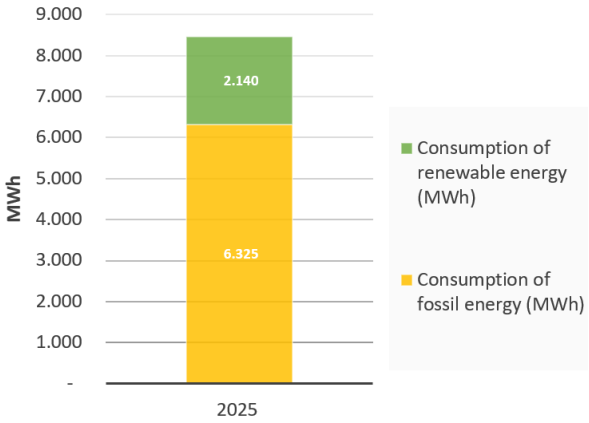
5 Trends

5.1. Energy consumption per resource

Table 3 - Energy consumption per resource

	2025[*1)]
Consumption of fossil energy (MWh)	
Fuel consumption of coal and coal products	-
Fuel consumption of crude oil and petroleum products	3.878
Fuel consumption of natural gas	1.479
Fuel consumption from other fossil sources	-
Purchased or acquired electricity, heat, steam, cooling	968
	6.325
Consumption of renewable energy (MWh)	
Fuel consumption from renewable sources	-
Purchased or acquired electricity, heat, steam, cooling	2.140
Self-generated renewable energy from sources other than fuel	-
	2.140
Total energy consumption *(MWh)*	**8.465**

Note 1: 2025 is new base year



The ambition to reduce reliance on fossil energy and shift towards renewable energy sources is supported by a clear understanding of current energy consumption patterns. In 2025, the baseline year, total energy consumption was 8.465 MWh, with fossil energy accounting for 6.325 MWh (approximately 75%) and renewable energy contributing 2.140 MWh (25%).

Energy from fossil sources

Fossil energy consumption, primarily from crude oil and petroleum products (3.878 MWh) and natural gas (1.479 MWh), is a significant contributor to Scope 1 emissions. The planned phased electrification of the vehicle fleet starting in 2026 is expected to reduce reliance on these fossil fuels. By replacing fossil fuel-powered vehicles with electric vehicles (EVs). A share of 968 MWh of our total electricity use is not originating from renewable sources. This includes vehicle charging outside our offices. In contrary to the charging at our own office facilities, the origin of ‘on the road’ charged electricity is unknown and therefore considered as electricity from fossil sources. To meet Science-Based Targets initiative (SBTi) goals, the organization is working to "green" grey electricity used for vehicle charging at employees’ homes and public stations.

Energy from renewable sources

Currently, renewable energy accounts for 2.140 MWh of total energy consumption, primarily from purchased electricity for our offices, or EV charging at our offices.

5.2. Fleet composition

The evolution of our fleet composition from 2019 to 2025 is presented in Figure 6.

	2019	2020	2021	2022	2023	2024	2025
Number of cars							
Petrol	186	219	230	252	273	295	214
Diesel	164	111	70	55	31	23	26
Electric Vehicle	23	44	55	64	66	79	117
	373	**374**	**355**	**371**	**370**	**397**	**357**

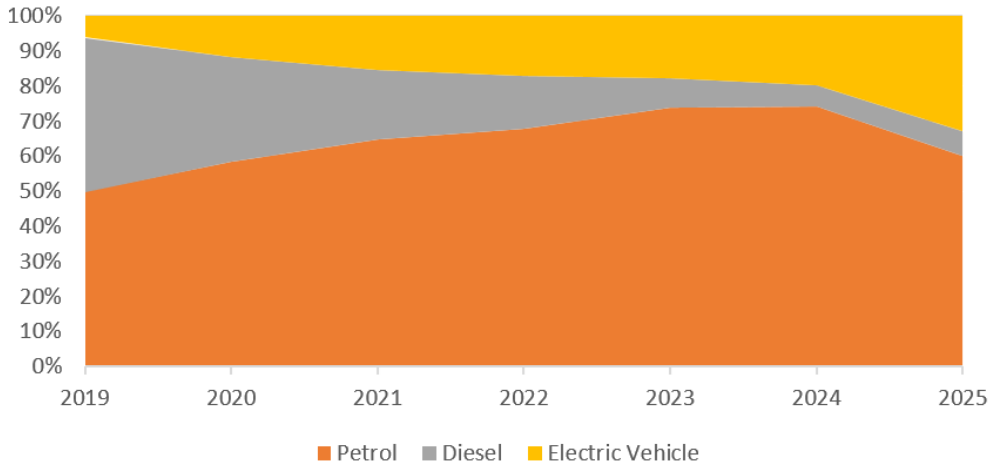


Figure 6 - Fleet composition[6]

The fleet composition from 2019 to 2025 reflects a clear shift towards sustainability, particularly in reducing greenhouse gas emissions and promoting cleaner energy use. The number of electric vehicles (EVs) has grown significantly, from 23 in 2019 to 117 in 2025, demonstrating a strong commitment to reducing carbon emissions. This aligns with the goal of transitioning to low-emission vehicles and herewith achieving our set goal for Scope 1 emissions.

Simultaneously, the number of diesel vehicles has decreased sharply, from 164 in 2019 to just 26 in 2025, addressing the need to phase out high-emission vehicles. However, petrol vehicles have increased until 2024, peaking at 295, before declining to 214 in 2025. While this shift away from diesel is positive, the temporary rise in petrol vehicles may partially offset emission reductions.

The growing adoption of EVs highlights the importance of supporting infrastructure, such as renewable energy-powered charging stations, to maximize sustainability benefits. The fleet's transition demonstrates progress towards cleaner transportation and aligns with long-term environmental goals, including reducing reliance on fossil fuels and promoting renewable energy integration. For 2026 significant changes in the fleet composition are not yet expected as the contractual agreements are still in place.

[6] The composition of the vehicle fleet represents a snapshot taken at the time of data collection for this Environmental Report and may vary throughout the year.

6 Evaluating our emission goals for 2025

6.1. Evaluating 2025 - results Scope 1 and Scope 2

To assess the emission reduction results for 2025 and compare them with our targets formulated in 2020, we recalculated the 2025 outcomes using the previous CO_2 calculation method outlined in §3.2. In line with the reduction targets set in 2020, the absolute emissions for 2025 were converted into relative emissions per FTE. The results are presented in Table 4.

Table 4 - Scope 1 and Scope 2 evaluation 2019 - 2025

	2019[*1,2)]	2025	
Scope 1			
Absolute Scope 1 emission		1607	ton CO_2eq
FTE		981	
Relative Scope 1 emission	3,01	1,64	ton CO_2eq/fte
Scope 1 reduction		-46%	
Scope 1 reduction target 2019 - 2025		*(-9,8%)*	
Scope 2			
Absolute Scope 2 emission		305	ton CO_2eq
Business travel		632	ton CO_2eq
Absolute Scope 2 emission		937	ton CO_2eq
FTE		981	
Relative Scope 2 emission	0,78	0,96	ton CO_2eq/fte
Scope 2 increase		22%	
Scope 2 reduction target 2019 - 2025		*(-17,1%)*	
Scope 1 + Scope 2			
Absolute Scope 1 emission	3,01	1,64	ton CO_2eq/fte
Absolute Scope 2 emission	0,78	0,96	ton CO_2eq/fte
Absolute Scope 1 + Scope 2 emission	3,79	2,59	ton CO_2eq/fte
Scope 1 + Scope 2 reduction		*-32%*	
Scope 1 + Scope 2 reduction target 2019 - 2025		*(-10%)*	

Note 1: former base year was 2019

Note 2: The emission targets and calculations in this table differ from the current methodology since 1 Jan 2026:
- Emissions related to business travel were, until 2024, included in Scope 2 instead of Scope 3.
- Emissions related to EV charging were, until 2024, included in Scope 1 instead of Scope 2.
- To ensure a consistent evaluation of our emission reduction targets, the original methodology has been applied for the final time.

The total Scope 1 and 2 emissions for 2025 are calculated at 1.607 tons CO_2eq for Scope 1 and 937 tons CO_2eq for Scope 2. Per FTE, this corresponds to 1,64 tons of CO_2eq for Scope 1, 0,96 tons of CO_2eq for Scope 2, and 2,59 tons of CO_2eq for Scope 1 and 2 combined.

Compared to the reference year 2019, Scope 1 emissions in 2025 show a reduction of 46%, significantly exceeding the 2025 target of 9,8% reduction. This is directly related to the electrification of our car fleet (§5.2) in the past 5 years.
Scope 2 emissions, however, have increased by 22% compared to 2019, falling short of the 2025 target of a 17,1% reduction. This outcome is directly related to increased business travel[7], particularly to client relationships in Asia.

[7] Until 2024 allocated in Scope 2

The total reduction in Scope 1 and Scope 2 emissions compared to 2019 is 32%, surpassing the overall 2025 target of a 10% reduction. Based on this, it is concluded that the overall CO_2 reduction target for 2025 has been achieved.

6.2. Evaluating 2025 - results Scope 3

During the process of defining our previous Scope 3 reduction targets for the 2020–2025 period, qualitative objectives were established to help influence indirect upstream and downstream emissions. These objectives included, among others, targets related to the following Scope 3 categories:

CAT 1 Purchased goods and services

In 2025, new and more specific purchasing conditions were implemented for the Facility and Housing departments. In 2026, we aim to further improve our insight into emissions within this category; for example, discussions are already underway to address emissions related to cloud and network services.

CAT 6 Business travel

Until 2024, emissions in this category consisted of the use of private cars for business travel.

From 2025 and on the business flights are also included in this category. To reduce these emissions a balanced assessment of safety, sustainability, and practical considerations for selecting of transportation method is consistently discussed. Nevertheless, emissions from business travel are expected to increase over time, largely driven by expanding business activities in Asia. Despite optimizing online meetings with customers, colleagues, and partners abroad, travel to Asia remains essential for our projects.

CAT 7 Employee commuting

The goal of reducing CO_2 emissions from commuting by 10% by 2025 compared to 2019 (target: 115 tons CO_2 per year) has been supported by tracking commuting data since 2021, enabling better alignment with the target; however, it has not been achieved due to an increased workforce since 2019. As a result, a new performance indicator for commuting emissions is being explored as part of the broader Scope 3 emissions assessment. To support this objective, relocation allowances are offered to encourage employees to live closer to work, although the direct impact of this measure cannot be quantified. As per 2025 the updated sustainability canvas also incorporates strategic office selection through natural attrition.

Not related to scope 3 - Sustainable engineering in our projects

Our goals for 2025, aimed at enhancing the sustainability impact of our engineering projects. While these project-specific goals were linked to Scope 3 emissions in 2020, the environmental benefits largely occur outside the value chain of our engineering deliverables and therefore fall beyond the strict Scope 3 definitions. Nonetheless, the project-specific goals for 2025 are assessed within this context. In future annual Environmental Reports, our influence and achievements in ‘sustainable engineering’ will be evaluated separately from Scope 3 results. The goal of achieving CO_2 reduction in design projects, of targeting a minimum 50% of our projects by 2025, is evaluated in detail in §2.1.

7 Scope 3 results and perspective

In 2025, the material categories of Scope 3 emissions were quantified for the first time. Currently, approximately 9% of the inventory is based on primary8 data, with the remainder determined using spend-based emission factors from the Exio9 base 3. From Figure 7 it's clear that the majority of our Scope 3 emissions in classified in Category 1 for Purchased goods and services.

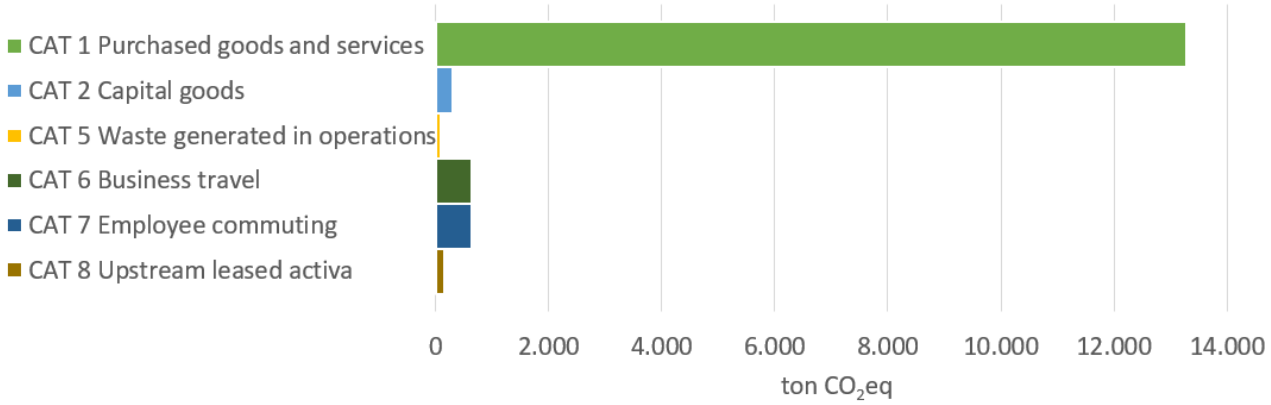


Figure 7 - Scope 3 emissions in 2025 per Category

Moving forward, we aim to improve the accuracy of Scope 3 data collection by increasing the use of primary data. This will enable us to better understand our influence on Scope 3 emissions and prioritise targeted measures with greater impact.

Within Category 1 (Purchased goods and services), our focus is on restructuring cloud services and server capacity. We optimize server allocation and improve the energy efficiency of our cloud services, while complying with regulations and client-specific requirements. In addition, in 2025 we introduced a new procurement policy that ensures sustainability criteria are consistently included in all purchasing decisions.

For Category 2 (Capital goods), this same procurement policy ensures that sustainability criteria are systematically considered in maintenance and renovation projects for our facilities. This allows us to explicitly include environmental impact in our investment decisions.

In Category 5 (Waste generated in operations), we implemented a new waste policy in 2025. This policy improves waste separation and increases employee awareness, making sustainability part of everyday behaviour.

[8] Scope 3 Category 5, 6 and 7 emissions are based on primary data.
[9] EXIOBASE 3 version 3.8.2 https://doi.org/10.5281/zenodo.5589597

Within Category 6 (Business travel), air travel remains a significant factor (Figure 1). Due to the growth of projects in Asia, we expect limited reduction potential in this category. However, we actively encourage the use of trains or cars as alternatives to short-haul flights. Always considering efficiency and safety considerations.

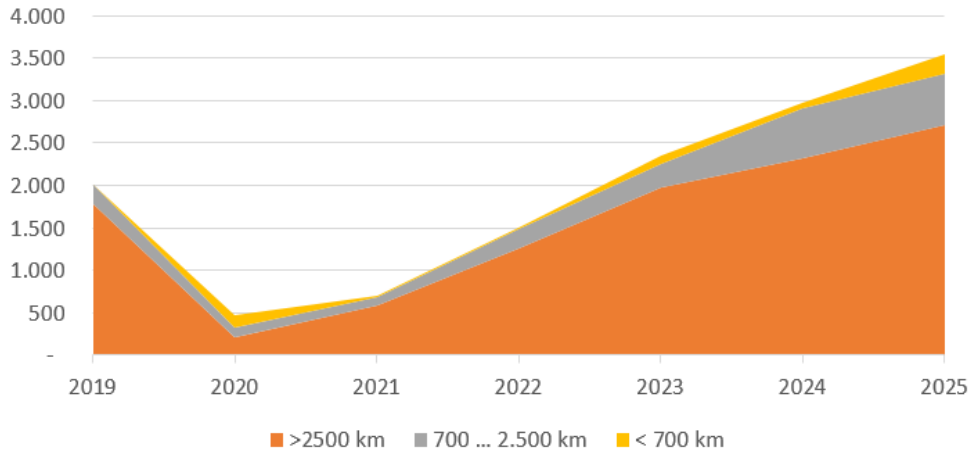


Figure 8 - Trends in our business travel by air

For Category 7 (Employee commuting), we aim to reduce emissions in the long term by taking accessibility and sustainable mobility options into account when relocating our offices.

Finally, in Category 8 (Upstream leased assets), we focus on collaborating with landlords and leasing companies to improve sustainability across the value chain. Currently, 32% of our vehicle fleet is electric, with the ambition of full electrification. Electric vehicles require less maintenance and have fewer wear-prone components, which indirectly reduces emissions within this category.

8 Benchmark

The benchmark analysis of Iv-Groep's sustainability goals and results compared to other engineering companies, such as Witteveen+Bos, Sweco, Tauw and Royal Haskoning, highlights both strengths and areas for improvement. These peers have set comparable ambitious sustainability targets, integrated ESG principles into their operations, and adopted transparent reporting practices, providing a useful comparison for Iv's progress.

Iv-Groep’s main focus is achieving sustainable influence through its projects, which sets it apart from its peers. Its long-term relationships within the industrial and fossil sector provide a unique opportunity to drive sustainability improvements in an industry that is critical to the global energy transition. By leveraging these relationships, Iv-Groep can play a pivotal role in enhancing sustainability within traditionally high-impact sectors, a strategic advantage that peers may not possess to the same extent.

Iv-Groep’s commitment to SBTi and its net-zero emission goal for 2050 places it in alignment with global climate objectives. This demonstrates a strong ambition to contribute to the energy transition. However, some peers have taken even more ambitious steps, such as committing to net-zero by 2040.

Based on the benchmark analysis, Iv-Groep can be classified as a company with advanced ambitions and environmental policy.

9 Environmental Laws and Regulations

9.1. Environmental Laws and Regulations – Housing

The environmental laws and regulations register (real estate) inventories and manages the statutory environmental requirements that have a direct relation to the real estate owned or leased by Iv-Groep. The management of the environmental laws and regulations register (real estate) falls under the responsibility of the Housing Department within Iv-Groep.

Governance

In 2024, it became clear that the register was outdated, requiring a structural revision. From 2024 through 2025, legal environmental aspects were prioritized within the Housing Department. The status of the register and the associated actions are regularly reviewed, and the non-conformity in this area was addressed and considered resolved. The 'Recognised Measures Lists'[10] are renewed for our offices in Papendrecht and Haarlem. Close management of this aspect is regarded as essential in 2026.

Implementation SUP

The SUP (Single-Use Plastics) regulation aims to reduce environmental impact by limiting disposable plastics and promoting reusable alternatives. Our SUP scheme is now operational in most offices, with Papendrecht being the final location. There, reusable porcelain cups, plates, and other items will replace single-use plastics. Cardboard or paper packaging is used for certain snacks and sandwiches come in cardboard boxes ensuring minimum plastics are used. To support a smooth rollout, additional facility resources, including extra personnel, have been arranged to maintain sufficient stock of clean cups at all times.

Waste management & recycling

A new waste management policy has been in place since mid-2025, introducing both operational and contractual changes across our offices. Implementation is currently underway, with full rollout expected by the end of April 2026.

Communication with Government Authorities

All correspondence with government authorities is accessible via the SharePoint environment of Housing department. All necessary actions are effectively managed. It is worth noting that Omgevingsdienst IJmond[11] confirmed via letter that all required measures for our Haarlem location were reviewed and approved on 19 May, 2025.

9.2. Environmental Laws and Regulations – Business Operations

The laws and regulations register is centrally managed by Iv-Groep and includes several specific environmental requirements relevant to Iv-Groep's business activities. In 2025, particular focus was placed on the Corporate Sustainability Reporting Directive (CSRD). Given that this international directive is subject to ongoing discussions and revisions, a decision was made to transition from a proactive approach in 2025 to a more monitoring-focused approach in 2026.

Given the overlap between mandatory and voluntary requirements for CO_2 emission inventories, caution is required.

Since 2024, Iv has undertaken significant efforts to align its data sources with the requirements of the emerging CSRD. In comparison, the Energy Efficiency Directive (EED) has already been incorporated into Dutch national

[10] Erkende maatregelenlijsten (EML) is Dutch term for the Recognised Measures Lists for energy-saving obligations.
[11] 'IJmond district' environmental agency.

regulations. Although the requirements of the EED and CSRD are similar, there are nuanced differences in their scope. In addition to CSRD and EED, the voluntary CO_2 Performance Ladder defines its own scope requirements. Furthermore, as noted in §1.4.4, there are even differences between the scope requirements in Handbook 3.1 and Handbook 4.0. A memorandum has been prepared to observe the impact of these differences for Iv.

9.3. Environmental incidents

No environmental incidents or complaints were reported in 2025. This is largely due to the nature of the work performed (creating drawings, models, and calculations).

10 Audit results

10.1. Reflection on Internal Audit of the CO_2 Performance Ladder

The internal audit conducted in December 2025, covering the entirety of 2025, concluded that Iv-Groep meets the requirements for Level 5 of the CO_2 Performance Ladder.

The audit report highlighted the following areas for improvement:

- Structuring the submission of CO_2 emission data more effectively to ensure earlier integration into the (semi-annual) reports;
- Better organization of project results related to CO_2 Performance Ladder procurement advantages.

The identified improvement points will be addressed by the Sustainability working group and the CSRD team.

10.2. Reflection on External Audit of the CO_2 Performance Ladder

During the external audit in January 2026, it was noted that Iv's new environmental policy was substantively complete but had not yet been formally approved by management. The document could not be submitted for approval before February 9, 2026, as the emissions data for the new baseline year, 2025, needed to be collected and finalized first. Additionally, the audit revealed that ownership of the supply chain analysis for Iv-Water was unclear, resulting in the analysis not being updated. Both issues have since been addressed and resolved within the required timeframe, ensuring the continuity of certification.

The new certificate for Level 5 of the CO2 Performance Ladder is issued on 20 March 2026.

10.3. Reflection on Internal Audit of ISO 14001

Given the open NC’s, the internal audit was scheduled after a brief onboarding period for the new Housing Manager. This allowed him the opportunity to familiarize himself with the content and follow-up actions outlined in the Plans of Approach for these NC’s. The results indicate that the Housing and Facilities departments have made demonstrable progress in systematically addressing these NC’s and implementing the necessary actions within the organization's operations.

10.4. Reflection on External Audit of ISO 14001

Early 2025, six Non-Conformities (NCs) were still unresolved. During the ISO 14001 audit in May 2025, two of these NCs were closed, no new NCs were identified during the audit.

Following this audit, the following four NCs remained open:

- A systematic control process is missing to ensure proper separation and disposal of waste streams, including residual waste, paper/cardboard, chemical waste, and batteries;
- The organization must maintain documented information regarding its compliance obligations (Environmental Act effective January 1, 2024, and SUP regulations);
- Communication with government agencies must be reported back in the Management Review;
- No clearly formulated environmental policy derived by Nevesbu from Iv-Groep's overarching environmental policy.

10.5. Summary of NC Follow-Up

Based on the environmental management review of Nevesbu and the evaluation from Housing & Facilities, the following conclusions were drawn:

- The NC related to waste management is expected to be resolved by April 2026. Necessary provisions have been made, and these will become operational by March 2026.
- The NC concerning environmental laws and regulations is resolved in 2026. Significant structural improvements were made in 2025, and ongoing updates to environmental laws and regulations will be maintained within Iv. The final measures for implementing the SUP regulations are currently being completed.
- The NC regarding communication with government agencies can be closed, as evidence shows that this process is now effectively managed.
- The NC related to Nevesbu's environmental policy has been systematically addressed and is being demonstrably implemented within the division and its projects.

For the coming year, more critical evaluation is needed to ensure root causes are fully addressed. Focus should be placed on the effectiveness and sustainability of corrective actions. These closures must reflect real resolution rather than administrative completion.

APPENDICES

A. Evaluation of projects with award advantage.

Because Iv-Groep is certified at Level 5 of the CO_2 Performance Ladder, multiple projects from Iv-Infra and Iv-Water qualify for an award advantage during tendering. For each project, CO_2 reduction targets are formulated and assessed. In January 2026, the balance for the entire year of 2025 was reviewed. This revealed that 32 out of 41 projects[12] demonstrably achieved the intended reduction target for scope 1 and 2 reduction as defined by CO_2 Performance Ladder.

The mandatory targets from the CO_2 Performance Ladder for "projects with CO_2 Performance Ladder award advantage" are considered not representative of the actual environmental benefits and CO_2 reduction achieved in these projects. This is because the mandatory targets are limited to Scope 1 and Scope 2 emissions. The Scope 1 and Scope 2 emissions are relatively small for design and consultancy projects. Our real sustainable influence lies in reducing CO_2 emissions throughout the lifecycle of the asset, after the design phase. These emissions are already accounted for in our emission reduction policy.

Evaluation of value chain analysis

- Chain analysis of Iv-Water was reviewed and updated in February 2026.

  "At Iv-Water, projects always serve a societal purpose and are often focused on sustainability, climate adaptation, the energy transition, and, consequently, CO_2 emission reduction, as initiated by our clients. Sustainability is therefore an integral part of our project scope, and we actively seek opportunities within projects to reduce CO_2 emissions."

- The chain analysis for Iv-Consult was reviewed in January 2026, and it was determined that no updates were required.

[12] Based on project administration of projects with award advantage of Iv-Infra (16 January 2026). And based on project administration of projects with award advantage of Iv-Water (28 March 2026).

B. Data resources

Our CO_2 calculation data is managed within the PowerBI system, which is operational while continuously being further developed and optimised. Documentation outlining the data's origin, processing flow, and responsible personnel is also being finalized. Below is a summary of the key data sources. Unless otherwise indicated, all conversions from raw data to CO_2-equivalents are based on https://www.co2emissiefactoren.nl.

Raw data	Method	Units	Responsible for raw data collection
Gas Heating / Cooling	For the properties in Papendrecht, Alblasserdam, and Haarlem, the invoice from our energy supplier is used. Data from other properties are determined based on the final settlement or meter readings.	m^3 GJ	Housing department
Electricity	For the properties in Papendrecht, Alblasserdam, and Haarlem, the invoice from our energy supplier is used. Data from other properties are determined based on the final settlement or meter readings. The electricity used for office based EV charging deducted from this and added to the fleet emissions.	kWh	Housing department
Car fleet	The actual volume of electricity, gasoline and diesel consumed are provided by the leasing companies.	Liters kWh	Fleet management department
Scope 3 (CAT 1, 2, 8)	Spend based Scope 3 emissions (CAT 1,2,8) are derived from the financial company data, combined with Exio[13] base 3 dataset.	EUR	PowerBI team
Waste (Scope 3 CAT 5)	Waste related emissions are based on the employee (FTE) count and market specific conversion data[14].	FTE	HR
Business travel by air (Scope 3 CAT 6)	The travel kilometers from flights are requested from Iv's business travel management agency, BCD Travel. Additionally, a limited number of tickets are booked outside of BCD. These are tracked by the office manager using an online form.	km	Finance department Officemanagement
Business travel by road and public transport (Scope 3 CAT 6)	Business travel by road and public transport is derived from employee declarations.	km	Finance department
Employee commuting (Scope 3 CAT 7)	Employee commuting data are obtained from a personnel survey.	km	HR

[13] EXIOBASE 3 version 3.8.2 - https://doi.org/10.5281/zenodo.5589597
[14] Dutch sources - Milieubarometer and NVRD

- The reporting period runs from January 1 to June 30. The figures are externally verified each year. The last verification took place in January 2026 by DEKRA, including the issuance of a satisfactory result.
- In 2025, significant efforts are being made to migrate the CO_2 footprint calculation to the Power BI dashboard, in line with the requirements of the CSRD, as far as they are currently known. As a result, the format is different, but the calculation methodology remains the same as previous report.
- All identified GHG sources of CO_2 are accounted for in this report. Biomass combustion and greenhouse gas removal do not occur within Iv. All substances identified in NEN-ISO 14064-1:2018 §9.3.1 under points f and g are not applicable to Iv.
- GHG emissions resulting from air conditioning are not included. Welding gases are not included as they constitute an immaterial part of the CO_2 footprint (see also memo GRPA250087-MEM-901).
- All GHG sources or sinks identified in NEN-ISO 14064-1:2018 §9.3.1 under point h are not applicable to Iv.
- Weather conditions can prevent goals from being achieved. Cold or prolonged winter conditions lead to increased gas consumption. Hot or prolonged summer conditions lead to increased electricity consumption for cooling and ventilation. In rented offices, gas consumption per square meter is also influenced by co-tenants, especially because gas consumption per rented square meter is proportionally allocated.
- Some data points are not known at the time of publication of this report. These data have therefore been estimated based on the same or comparable items from previous years (Table 5).

Table 5 - Estimate for missing Scope 1 and 2 data with associated uncertainty

Missing data in Scope 1 and 2 | 2025	Cause	Corrective action	Equivalent CO_2	Margin +/-	
Gas - Sliedrecht no data from jan...dec '25	No measurment	Data from 2024 ±30%	33,5	10,1	ton CO_2eq
Total			**34**	**11**	ton CO_2eq
		Total Scope 1 + 2 emissions based on available data	1912		ton CO_2eq
		Total Scope 1 + 2 emissions based on missing data	34		ton CO_2eq
		Percentage missing data in Scope 1 + 2	2%		

- In 2025, active contact was made with the landlords of our rented offices to achieve a more accurate method of data collection. This resulted in more accurate information from our buildings in Almere and Nieuwegein and Delft. And subsequently a lower amount of missing data.
- To improve the reliability of the presented footprint, missing data will be supplemented in PowerBI at the point of providing raw measurement values.

C. Quantitative Improvements

CO_2-Footprint calculations

- In 2025, the migration of the CO_2-footprint calculation to the Power BI dashboard continued, aligned with the CSRD framework as it was defined at the time. Both ‘market-based’ and ‘location-based’ Scope 2 calculations were prepared.
- Trend analysis is as far as relevant aligned with the new environmental policy. This includes additional evaluation on energy resource.
- Ad administrative tool is being enrolled in PowerBI to track the origin, status, governance of raw data for CO_2 footprint calculations.

D. Normative references

Reference table NEN-EN-ISO-14064-1:2018

§9.3.1	Description	This report
a)	description of the reporting organization	§1.4
b)	person or entity responsible for the report	§1.3
c)	reporting period covered	§1
d)	documentation of organizational boundaries	§1.4.1
e)	documentation of reporting boundaries, including criteria determined by the organization to define significant emissions	§1.4.4
f)	direct GHG emissions, quantified separately for CO_2, CH_4, N_2O, NF_3, SF_6 and other appropriate GHG groups (HFCs, PFCs, etc.) in tonnes of CO_2	Appendix B
g)	a description of how biogenic CO_2 emissions and removals are treated in the GHG inventory and the relevant biogenic CO_2 emissions and removals quantified separately in tonnes of CO_2	n.a.
h)	if quantified, direct GHG removals, in tonnes of CO_2	n.a.
i)	explanation of the exclusion of any significant GHG sources or sinks from the quantification	Appendix B
j)	quantified indirect GHG emissions separated by category in tonnes of CO_2	§3.3
k)	the historical base year selected and the base-year GHG inventory	§3.2; §3.3
l)	explanation of any change to the base year or other historical GHG data or categorization and any recalculation of the base year or other historical GHG inventory and documentation of any limitations to comparability resulting from such recalculation	§3.2; §3.3
m)	reference to, or description of, quantification approaches, including reasons for their selection	§3.2; §7; Appendix B
n)	explanation of any change to quantification approaches previously used	§3.2; §7; Appendix B
o)	reference to, or documentation of, GHG emission or removal factors used	§7; Appendix B
p)	description of the impact of uncertainties on the accuracy of the GHG emissions and removals data per category	§7; Appendix B
q)	uncertainty assessment description and results	Appendix B
r)	a statement that the GHG report has been prepared in accordance with this document	§1
s)	a disclosure describing whether the GHG inventory, report or statement has been verified, including the type of verification and level of assurance achieved	Appendix B
t)	the GWP values used in the calculation, as well as their source. If the GWP values are not taken from the latest IPCC report, include the emissions factors or the database reference used in the calculation, as well as their source	n.a.

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