Fastned

Climate Transition Plan

(2025–2030)

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Reader's guide

This Climate Transition Plan establishes Fastned's emission reduction strategy for 2025–2030, meeting CO2 Performance Ladder trede 2 requirements (Handboek 4.0).

The plan sets quantitative targets and describes the strategy, partnerships, and investments needed to achieve them.

Document structure:

- **Sections 1–2:** Management commitment and organizational scope
- **Sections 3–5:** Baseline data (energy consumption, emissions inventory, activity analysis)
- **Section 6:** Medium-term strategy (targets, implementation, technology, business integration, risks)
- **Section 7:** Key personnel awareness, engagement processes, and communication plan
- **Section 8:** Collaboration needs analysis, partnerships, and stakeholder dialogue

Supporting documents:

- **Action Plan:** Short-term targets and concrete measures (2025–2027)
- **Value Chain Analysis:** Detailed analysis of activities
- **Internal Audit:** Annual system compliance assessment
- **Management Review:** Evaluation of system effectiveness and strategic decisions

This plan is reviewed every three years or sooner if major organizational changes occur.

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1. Management Statement & Energy Policy

Management commitment

As Fastned's leadership, we recognize climate change as a defining challenge. Our mission to accelerate electric mobility positions us to contribute to CO2 reduction through both our services and operations.

We commit to continuously reducing our environmental impact by managing energy consumption and CO2 emissions across all activities. This commitment is embedded in our strategic goals and provides the framework for our climate transition plan and action plan.

Energy and CO2 policy

Fastned's energy and CO2 policy establishes our commitment to continuous improvement, provides the framework for our climate targets, and ensures legal compliance and sufficient resources.

The full policy is documented separately, communicated to all employees, published on our website, and reviewed annually.

Strategic direction

We integrate energy efficiency and CO2 reduction into our business processes through innovative technologies, systematic monitoring, supplier collaboration, and employee education.

The challenge

More than 96% of our emissions come from building high speed EV charging stations and procuring EV charging equipment. While we directly control operational emissions (offices, business travel), these represent under 4% of our footprint. Our greatest impact requires working with suppliers, subcontractors, and equipment manufacturers—complex work that takes time, but is where we must focus.

Legal compliance

Applicable energy and CO2 requirements: EU Green Deal (55% GHG reduction by 2030 vs 1990), Energy Efficiency Directive, Dutch Climate Agreement (49–55% reduction by 2030 vs 1990), Dutch Construction Sector (55% by 2030, CO2–neutral by 2050). Target alignment in section 6.3. Country-specific building codes (DE, FR, UK, BE, CH, ES, IT, DK) apply to construction and operations. Sustainability Manager monitors developments via industry associations and legal advisors.

Continuous improvement

We commit to continuous improvement through periodic review, energy-saving measures, and employee involvement. System follows PDCA cycle: Plan (set targets), Do (implement via supplier collaboration and sustainable materials), Check (monitor via annual footprint, audits, reviews), Act (adjust strategy).

Energy and CO2 Management System

Fastned maintains a management system for continuous improvement of energy and CO2 performance.

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System structure: Sustainability Manager reports to Finance Director/CFO, supported by Specialist. Core processes: annual energy assessment (3.2), CO2 footprint calculation (4), target setting (6.1, 6.2), action planning (Action Plan), supplier engagement (8), communication (7.2), management review. Documentation: CTP, Action Plan, Value Chain Analysis, audit reports. Integrated into procurement, construction standards, and KPIs. Scaled to 333 employees across 9 countries with construction-heavy emissions profile.

Data Quality Management

Quality responsibility: Sustainability Manager oversees data collection, calculations, and quality control.

Data sources: Scopes 1 and 2 from primary data (utility bills, invoices). Scope 3 combines supplier-specific data and Ecoinvent database where unavailable. Business travel from booking systems. Employee commuting from national averages and NS Business Card data.

Quality controls: Finance Director internal review, BDO annual ESG KPI assurance, Dutch Carbon Consultants annual CO2PL review. Master File tracks sources, calculations, assumptions, exclusions and limitations.

Improvement: Expand supplier data, refine commuting data, update LCA as designs evolve, enhance travel tracking. Annual management review identifies improvements.

Management responsibility

As management, we ensure: organizational scope across 9 countries (as of YE 2024, section 2); targets for 2027 and 2030 aligned with strategy; sustainability integrated into procurement/construction/KPIs; plan approval by CFO/CEO; resources; communication via All Hands, Green Week, Roadshows; monitoring via audits/reviews; Sustainability team reporting to Finance Director/CFO; key personnel support (section 7.1).

Risk and opportunity management

Assessed annually for system effectiveness. Detailed in section 6.7: supply chain/technology/economic risks; cost reduction/innovation/competitive advantage opportunities. Integrated into strategic planning during management reviews.

Targets and planning

2027 (Action Plan) and 2030 (CTP) targets are monitorable via annual footprint, set vs 2024 baseline (first Handbook 4.0 certification), aligned with legal requirements (6.3), based on supplier collaboration and technology opportunities (6.7). Implementation in Action Plan (4.3): measures, resources, responsibilities, timelines, evaluation. Annual cycle for monitoring, audits, and reviews unless specified otherwise.

Performance monitoring

Annual monitoring: CO2 footprint (all scopes), energy consumption, Action Plan progress, renewable procurement, supplier collaboration. Methods: GHG Protocol via Plan A, utility bills, travel data, LCA updates. Results analyzed during audits/reviews; deviations trigger corrective actions.

Nonconformities: Immediate response, root cause analysis, corrections, effectiveness assessment, system updates. Significant corrected within 3 months; minor before next audit. Previous findings (2023–2024) resolved and verified.

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Policy review

Communicated internally (All Hands, onboarding, Notion) and externally (on our website, annual reports). Reviewed annually during management review and updated as needed.

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2. Organization description

General description

Fastned develops and operates a public fast-charging network for electric vehicles across Europe. Headquartered in Amsterdam, at 2024 year-end, the company operated 346 charging stations across the Netherlands, Germany, France, the United Kingdom, Belgium, Switzerland, Spain, Italy, and Denmark The company also employed 333 people across its European offices at this time.

Organizational boundary

The organizational boundary includes all Fastned entities where the company has operational control:

- Fastned B.V. (Netherlands) - headquarters
- Country entities in Germany, France, United Kingdom, Belgium, Switzerland, Spain, Italy, and Denmark (note: Austria was not operational in 2024)

The boundary follows the **operational control** approach per ISO 14064-1 and GHG Protocol. Fastned has the authority to introduce and implement policies across all these entities, resulting in 100% allocation of their emissions to Fastned's footprint.

All emissions from offices, construction activities, and business operations across these countries are included.

Sector and value chain

Fastned operates as a charging point operator at the intersection of energy infrastructure, automotive transition, and real estate development.

Value chain:

- Upstream: charging equipment suppliers, station construction (including materials), grid connections, electricity
- Own operations: station development, installation, operation, maintenance, customer service
- Downstream: electric vehicle drivers using the network, marketing and communication

Management responsibility

Sustainability management sits within the Reporting team under the CFO. A dedicated sustainability manager coordinates CO2 management, working with the Finance Director. The CFO reports progress to the Management Board and Supervisory Board.

Key persons are identified across organizational levels per §7.2 requirements.

Classification

Fastned qualifies as a *large company* under Handboek 4.0, meeting all three requirement criteria for a large company.

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Angle A: Insight

3. Energy

This section provides an overview of Fastned's energy consumption, meeting criterion 2.A.1–1 of the CO2 Performance Ladder. It includes an energy balance in gigajoules, an assessment identifying significant users and reduction opportunities, and an analysis of our role in energy system flexibility.

3.1 Energy Balance

The energy balance provides a quantified overview of all energy consumption within Fastned's organizational boundaries, converted to gigajoules (GJ) for standardized comparison across different energy sources.

Energy source	Scope	Amount	Unit	Conversion factor (GJ/unit)	Total (GJ)	% of total
Natural gas heating	1	20,356.1	kWh	0.0036	73.3	2
Purchased electricity - offices & warehouses	2	170,220.6	kWh	0.0036	612.8	15
Purchased electricity - company cars	2	672,000	kWh	0.0036	2,419.2	61
District heating	2	243,670.2	kWh	0.0036	877.21	22
Total consumption		1,106,246.95	kWh	0.0036	**3982.5**	**100%**

3.2 Energy assessment

The energy assessment analyzes Fastned's energy consumption patterns to identify significant energy users and opportunities for improvement, per ISO 50001 §6.3.

Base year

As of late 2025, Fastned established 2024 as the base year for its energy performance measurement. This aligns with the introduction of Handboek 4.0 of the CO2 Performance Ladder, which introduced new energy assessment requirements. Future assessments will compare performance against this baseline. Fastned will assess if 2024 can continue to serve as a representative base year as the organization grows.

Identification of significant energy users

Significant energy users are facilities, systems, processes, or equipment that collectively account for at least 80% of total energy consumption.

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Analysis of energy consumption distribution:

Facility/process	GJ	% of all energy consumption	Cumulative %
Company car fleet (all countries)	2419.2	60.7	87.8
Netherlands (office)	1076.1	27	27%

The majority of Fastned's energy consumption can be attributed to the company's fleet of EVs. The second-largest contributor to Fastned's energy consumption is the Amsterdam office, its headquarters, where 200+ employees work across two floors in a corporate office tower. This adds up to more than 80% of all energy consumption at Fastned.

Reduction potential per energy source

Where possible, Fastned can push its Amsterdam office landlord to increase the energy efficiency of its current office space. Fastned can also focus on finding future office spaces (for all entities) that run solely on electricity (including heating), which is less CO_2-intensive than district heating (currently in the Amsterdam office's case). Fastned can also remind employees across the entire organization to drive company vehicles in a more energy-efficient way (e.g. provide tips).

3.3 Energy system flexibility

The following two conditions apply to the analysis of the organisation's (potential) role in energy system flexibility:

- **Grid congestion:** Grid congestion is most severe in the Netherlands, where it is the primary barrier to Fastned's network expansion. In Belgium and the UK, early signs of congestion are emerging, with grid operators warning of limitations and delays for new connections. Other countries in Fastned's network currently do not face major grid congestion, and grid capacity is still generally granted for new sites without significant restrictions.
- **Energy system flexibility:** Fastned can contribute to energy system flexibility by: temporarily reducing or increasing its electricity consumption from the grid (demand response); adjusting its own electricity production delivered to the grid; deploying batteries for temporary storage of self-generated or off-grid electricity; and purchasing renewable electricity that is demonstrably produced at the time of use, for example through time-based certificates. These measures help balance supply and demand, support grid stability, and enable greater integration of renewable energy.

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4. CO2 Footprint

This section provides a comprehensive overview of Fastned's greenhouse gas emissions across scope 1, 2, and 3, meeting the requirements of criterion 2.A.2. It includes quantified emissions inventories, analysis of non-CO2 greenhouse gases, and a qualitative assessment of Other Influenceable Emissions (OBE).

4 .1 Scope 1 and 2 emissions

Total scope 1 and 2 emissions (2024)

Scope	Category	Emissions (tonnes CO2e)	% of total footprint
Scope 1	Company facilities (heating)	4.74	0.06%
Scope 2 (market-based)	Purchased electricity	0.00	0.00%
Scope 2 (market-based)	District heating	20.88	0.25%
Scope 1 & 2 total		**25.62**	**0.31%**

Scope 2 location-based (for reference):

- Location-based electricity emissions: 212.35 tonnes CO2
- Note: Fastned purchases Guarantees of Origin for all electricity consumption, resulting in zero market-based scope 2 emissions from electricity

Breakdown scope 1 - Company facilities:

- Natural gas heating (Belgium and Italy offices): 4.74 tonnes CO2
- Company vehicles: 0.00 tonnes (all-electric fleet since 2022)

Breakdown scope 2 - Purchased energy:

- District heating (Netherlands, Germany, Switzerland): 20.88 tonnes CO2
- Purchased electricity: 0.00 tonnes (covered by GoOs)

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4.2 Scope 3 emissions

Total scope 3 emissions (2024)

Category	Emissions (tonnes CO2e)	% of scope 3	% of total footprint
Upstream			
Capital goods - Construction	4,105.00	49.2%	49.2%
Capital goods - Charging equipment	3,886.00	46.7%	46.5%
Fuel and energy related activities	51.72	0.6%	0.62%
Business travel	256.86	3.1%	3.08%
Employee commuting	23.85	0.3%	0.29%
Purchased goods and services	0.00	0.0%	0.00%
Upstream total	**8,323.43**	**99.9%**	**99.7%**
Downstream			
Use of sold electricity	0.00	0.0%	0.00%
Downstream total	**0.00**	**0.0%**	**0.00%**
Scope 3 total	**8,323.43**	**100%**	**99.7%**

Key insights per category:

Capital goods – Construction (4,105 tonnes): Construction and civil works for charging stations represent the single largest emission source. This includes concrete foundations, steel canopies, electrical infrastructure, and site development. In 2024, Fastned delivered 49 new stations, 7 expansion projects, and 3 redevelopment projects.

Capital goods – Charging equipment (3,886 tonnes): Procurement and installation of charging hardware, software systems, and related equipment. Emissions stem primarily from manufacturing processes, including semiconductor production and power electronics.

Fuel and energy related activities (52 tonnes): Upstream emissions from fuel and energy production not covered in scope 1 or 2. This category was added in 2024 following Fastned's first ESG KPI limited assurance engagement.

Business travel (257 tonnes): Air and train travel for business purposes across all European offices. Emissions increased significantly from 48 tonnes (2023) to 257 tonnes (2024), reflecting network expansion and increased cross-border coordination. Average: 0.77 tonnes CO2 per employee in 2024 vs. 0.22 tonnes in 2023.

Top travel offices by distance:

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- Netherlands: 279,280 km by train, 254,754 km by air
- Spain: 19,365 km by train, 161,845 km by air
- United Kingdom: 106,606 km by train, 140,229 km by air

Employee commuting (24 tonnes): Travel between employee homes and offices. Calculated using national averages for modal split per country via Plan A platform and NS Business Card data. Actual commuting patterns likely differ due to high cycling rates in The Netherlands not fully captured in this calculation.

Use of sold electricity (0 tonnes – downstream): Fastned procures Guarantees of Origin equal to all electricity sold at charging stations, resulting in zero downstream emissions from customer charging.

Data quality and methodology:

The scope 3 inventory uses a hybrid approach:

- Capital goods: Combination of supplier-specific LCA data and secondary data to fill gaps
- Business travel: Actual distance data from travel bookings
- Employee commuting: National averages of all countries except for the Netherlands for modal split (to be improved in future years), plus NS Business Card data for the Netherlands
- Fuel and energy related activities: Standard emission factors via Plan A

4.3 Other Influenceable Emissions - Qualitative analysis

Other Influenceable Emissions (OBE) fall outside scope 1, 2, or 3 but can be influenced by the organization. Three types are assessed: biogenic CO2 emissions, CO2 removals, and equivalent avoided emissions.

Assessment per OBE type

1. Biogenic CO2 emissions

Sector relevance: Limited. Potential sources include biofuels (HVO diesel) in construction equipment or bio-based building materials.

Fastned relevance: Currently not material. Construction subcontractors may use HVO diesel in equipment, but volumes are minimal. No significant bio-based materials currently used in station construction.

Fastned's influence: Somewhat. Fastned does not control subcontractor fuel choices in all countries in which it is building stations, but in some countries, Fastned can make requests. Future relevance may increase if bio-based materials (timber, bioplastics) are adopted in station designs, but this is not currently planned.

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2. CO2 removals (direct)

Sector relevance: Not typical for charging infrastructure operators.

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Fastned relevance: Currently not relevant. No carbon capture technology or significant vegetation at stations storing carbon long-term.

Fastned's influence: Limited. Primary focus is emission reduction, not carbon removal.

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3. CO2e avoided emissions

Sector relevance: Highly relevant. Charging infrastructure enables EV adoption, avoiding the equivalent fossil fuel combustion.

Fastned relevance: Core business value. Every kWh of renewable electricity sold enables EV drivers to avoid the equivalent of gasoline/diesel vehicle emissions.

Fastned's influence:

- Enabling EV adoption through reliable fast-charging infrastructure
- Providing 100% renewable electricity (via GoOs and REGOs)
- Expanding network to reduce range anxiety

In 2024, Fastned avoided the equivalent of 129.1 kilotonnes of CO2 by selling 140.7 GWh of renewable energy to customers. For more information about how this figure is calculated, including emission factors used, please refer to the 2024 Annual Report, pg. 52.

Conclusion: Avoided emissions equivalent (positive) is the most relevant OBE type for Fastned.

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5 . Organizational activities

This section identifies Fastned's organizational activities and determines which are most important for emission reduction efforts, meeting requirements 2.A.3 and 2.A.4.

5.1 Organizational activities

Fastned's operations are divided into four main activities:

Activity 1: Construction and civil works (4,105 tonnes CO2, 49% of total)
Site development, grid connections, and civil engineering works for charging station infrastructure. Emissions primarily from concrete foundations, steel canopies, and electrical infrastructure.

Activity 2: Charging equipment procurement (3,886 tonnes CO2, 47% of total)
Procurement, installation and commissioning of charging hardware, software systems and related equipment. Emissions from manufacturing processes including semiconductors and power electronics, plus minor office heating emissions.

Activity 3: Operational management (332 tonnes CO2, 4% of total)
Daily operations, maintenance, customer service and business activities. Emissions primarily from business travel (257 tonnes), with smaller contributions from fuel/energy-related activities and employee commuting.

Activity 4: Use of sold electricity (0 tonnes CO2, 0% of total)
Customer use of purchased green electricity for EV charging. Zero emissions due to Guarantees of Origin procurement.

5.2 Most important activities

Based on an impact and influence (I&I) analysis documented separately, **Activities 1 and 2 (construction and equipment procurement)** are identified as Fastned's most important activities for emission reduction. Together they account for 96% of total emissions and represent areas where Fastned has medium influence through supplier partnerships and procurement decisions.

These activities are core to the business model and present the biggest opportunities for meaningful emission reductions through material selection, design optimization, and supply chain collaboration.

5.3 Value chain analysis

A detailed value chain analysis, including emission allocation to specific partners and comprehensive reduction opportunity assessment, is documented separately.

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To summarize, this document details Fastned's value chain, including direct relationships with upstream suppliers (like construction subcontractors, concrete, steel, and charging equipment manufacturers) and downstream customers (B2C EV drivers and eMSPs). The analysis maps out the construction and equipment value chains, allocates emissions for FY 2024 (with construction accounting for 4,105 tonnes and charging equipment for 3,886 tonnes), identifies partners with high and medium reduction potential, and outlines short-term (1–3 years) and medium-term (3–10 years) reduction opportunities, noting minimal negative effects from sustainable materials.

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Angle B: Reduction

6. Medium-term targets and Strategy

Fastned's climate transition plan focuses on our two highest-impact activities: construction of charging stations and procurement of charging equipment. Together these represent more than 95% of our carbon footprint.

The plan relies on proven technologies and strong supplier partnerships rather than future breakthroughs. We focus where we have most influence—working with construction partners on sustainable materials and equipment manufacturers on lower-carbon production.

6.1 Medium-term CO2 reduction target (2030)

Target period
The medium-term target is set for 2030, five years from the 2025 recertification audit. This target will be evaluated and, if necessary, revised every three years or sooner if major organizational changes occur.

Scope and coverage
The target focuses on Fastned's most important organizational activities identified in the I&I analysis (mentioned earlier):

- Activity 1: Construction and civil works (Scope 3 Capital Goods)
- Activity 2: Charging equipment procurement (Scope 3 Capital Goods)

Together these activities account for more than 95% of total baseline emissions (7,991 tons CO2e in base year 2024).

Targets

Absolute target: Cap total CO2 emissions from construction and equipment procurement at, on average, 235.7 tons CO2 per station built by 2030, representing a 10% reduction compared to projected business-as-usual growth.

Relative target: Reduce CO2 intensity from 56.8 tons CO2/GWh in 2024 to 23 tons CO2/GWh by 2030 (60% intensity reduction per GWh sold).

Sub-objectives for monitoring

Activity 1 - Construction:

- Absolute: maximum 169 tons CO2 per station built by 2030
- Relative: 41% intensity reduction per GWh sold

Activity 2 - Charging equipment:

- Absolute: maximum 67 tons CO2 per station built by 2030
- Relative: 43% intensity reduction per GWh sold

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6.2 Medium-term energy targets (2030)

Renewable energy
Maintain 100% renewable electricity through Guarantees of Origin (GoOs) and REGOs for all operational consumption (offices, stations, fleet) through 2030.

This target represents continuation of current practice—Fastned already sources 100% renewable electricity. While there is no change from the base year, this remains the most ambitious possible position.

Energy intensity reduction
Reduce energy consumption intensity by 10% from 12 GJ per employee in 2024 to 11 GJ per employee by 2030.

This addresses operational emissions (office electricity and heating, electricity to power company EV fleet), which represent approximately 2% of Fastned's total footprint. The primary CO2 reductions come from construction and equipment activities, not included in this calculation.

Self-generation and storage

- **Storage:** Investigate and pilot battery storage solutions at charging stations by 2026, with 2026/2027 deployment targets based on pilot results
- **Self-generation:** Continue installing solar PV panels at suitable station locations (no specific target due to limited suitable locations and grid connection constraints)

Energy system flexibility
Energy reduction measures support grid flexibility through smart charging, battery storage pilots, and optimizing energy use when renewable sources are abundant.

6.3 Ambition justification

The ambition justification below applies primarily to the CO2 reduction target. For energy targets, the ambition is continuation of current best practice (100% renewable) plus 10% intensity reduction aligned with industry efficiency improvements.

Sector comparison
Fastned's targets are ambitious compared to relevant peers:

- **Allego:** 10.4% year-on-year intensity reduction (2023), no specific 2030 scope 3 target
- **Royal BAM Group:** 90% scope 1&2 intensity reduction, 50% scope 3 reduction by 2030 vs. 2015
- **ABB:** 80% absolute scope 1&2 reduction, 25% scope 3 reduction by 2030 vs. 2019
- **Schneider Electric:** 25% absolute scope 3 reduction by 2030 vs. 2021
- **Ionity:** No specific own targets, relies on joint venture partners' commitments

Legal requirements
Fastned's targets align with:

- **EU Green Deal:** 55% greenhouse gas reduction by 2030 vs. 1990
- **Dutch Climate Agreement:** 49–55% reduction by 2030 vs. 1990

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- **Dutch Construction Sector:** 55% CO2 reduction by 2030 vs. 1990, targeting CO2-neutral built environment by 2050

Science-based pathways
While not SBTi-validated, targets reference science-based requirements:

- SBTi requires 4.2% annual emission reductions for 1.5°C scenarios
- IPCC indicates 43% global emission reduction needed by 2030 for 1.5°C pathway
- Dutch construction sector committed to 25–30% reduction by 2030 vs. 2022

Technology readiness
Targets rely on proven technologies (TRL 7–9):

- **Construction improvements (TRL 8–9):** Optimized foundation sizes and steel frame designs reducing material use by 20–30%, already implemented in Spain; screw-in foundations for smaller stations
- **Equipment efficiency (TRL 7–8):** Moving PV panel and LED production to Europe (Poland); procurement optimization
- **Operational management (TRL 9):** Digital planning software and emission tracking using established technologies

Stakeholder feedback
Targets incorporate input from:

- **Investors:** Emphasized addressing scope 3 emissions (96% of footprint), shaping focus on construction and equipment
- **Suppliers:** Bosch Beton and EcoCare provided input on low-carbon concrete and electric construction equipment; EV charging manufacturer/supplier on charging equipment manufacturing improvements.
    - October 2025 dialogue with Bosch Beton (documented in section 8.4) [Redacted]
- **Procurement integration:** LCA requirements now included in equipment selection

External validation - Targets have not yet been externally validated by third parties like SBTi.

6.4 Medium-term strategy (2025–2030)

CO2 intensity of Capital Goods (6.4.1)

Charging stations require significant amounts of concrete for foundations, steel for canopies, and energy-intensive electronics for charging equipment. This makes them inherently CO2-intensive during construction and manufacturing. However, once operational, stations produce minimal emissions—especially when powered by renewable electricity. Compared to fossil fuel infrastructure like petrol stations and refineries, the total lifecycle emissions of charging stations are much lower.

This also applies to Fastned shops, which are not in scope for the 2025 CO2 Performance Ladder recertification, as Fastned only stated building shops in 2025. Shops are therefore not yet reflected in Fastned's carbon footprint. We aim to account for them in our footprint, and our CO2 emissions reduction strategy, next year.

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For now, our strategy focuses on reducing the upfront embodied carbon in station materials and equipment through supplier collaboration and sustainable material choices

Construction activities – key measures

2025–2027: Foundation phase

- Circular construction program: Implement modular station and shop designs enabling material reuse and end-of-life recycling
- Sustainable material transition: Pilot and begin gradual shift to low-carbon concrete alternatives, recycled steel, and bio-based materials
- Supply chain partnerships: Establish long-term agreements with construction suppliers committed to emission reduction

2028–2030: Scaling phase

- Complete transition to sustainable materials across all construction projects where feasible
- Fully implement optimized circular construction approach with modular designs
- Advanced real-time monitoring and optimization systems

Charging equipment procurement – key measures

2025–2027: Foundation phase

- Enhanced procurement criteria: Include carbon footprint considerations and supplier emission reduction commitments in equipment selection
- Supplier engagement program: Work with manufacturers to develop lower-emission equipment through design innovation and optimization

2028–2030: Scaling phase

- Equipment efficiency standards: Procurement preference for next-generation chargers with higher efficiency and lower embedded carbon
- Complete integration of carbon footprint in equipment decisions

Implementation timeline

2025–2026: Foundation

- Start partnerships with construction suppliers for sustainable materials
- Begin discussions with charging equipment manufacturers about emission reductions and innovation
- Include carbon footprint in procurement decisions where possible

2026–2027: Implementation

- Introduce low-carbon materials in new construction
- Require carbon footprint information in procurement; Use to make procurement decisions
- Establish long-term supplier agreements on emission reduction and innovation (where possible)

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2028–2030: Scaling

- Implement circular construction approach fully where possible
- Prefer next-generation, high-efficiency equipment
- Complete sustainable materials transition where feasible
- Use advanced monitoring and optimization

Key milestones

- 2027: More construction with less CO2–intensive materials
- 2029: Circular station construction implementation (as much as possible)
- 2030: Achievement of absolute emission cap

Activity changes and divestment

Expected changes

- **Construction:** Further optimize standardized station and shop designs for lower emissions; build long-term partnerships with sustainability-focused subcontractors; optimize logistics
- **Materials and equipment procurement:** Consolidate suppliers; prioritize European manufacturers; push/drive innovation; accelerate transition to high-efficiency equipment
- **Operations:** Increase renewable energy integration and remote monitoring capabilities

Divestment assessment
No major divestments planned—all current activities remain core to Fastned's business model. Potential outsourcing of non-core maintenance activities to specialized green service providers may be considered.

Timeline: Gradual transitions over 2025–2030 rather than sudden changes.

6.5 Innovation and technology

Technology adoption approach

- **Proven technologies:** Prioritize commercially available solutions (TRL 7–9) for immediate deployment
- **Emerging technologies:** Pilot promising innovations (TRL 5–7) through controlled programs
- **Future innovations:** Maintain flexibility to adopt breakthrough technologies as they mature

Current optimization

- **Construction efficiency**: Enhance existing station and shop designs with optimized materials and processes
- **Equipment performance:** Work with suppliers to improve charger efficiency and optimized design

New technology integration

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- **Market-ready solutions**: Adopt commercially available sustainable materials and high-efficiency equipment as they become cost-effective
- **Technology roadmapping:** Continuously monitor developments to identify adoption opportunities

Development partnerships

- **Construction innovation:** Partner with concrete and steel suppliers to co-develop lower-emission materials; partner with subcontractors to pilot electric construction equipment
- **Equipment advancement:** Collaborate with EV charger manufacturers on next-generation charger development
- **Industry consortiums:** Participate in charging infrastructure alliances for innovation and joint technology development

Implementation focus: Collaborative development leveraging supplier relationships and industry partnerships rather than independent R&D.

Investment expectations

Construction

- **Sustainable materials:** Cost premium for low-carbon concrete, recycled steel, and bio-based materials
- **Design optimization:** Engineering costs for enhanced modular designs
- **Supplier partnerships:** Investment in long-term agreements and supplier development

Equipment procurement

- **Next-generation chargers:** Premium for high-efficiency equipment with lower manufacturing emissions
- **Technology upgrades**: Accelerated replacement cycles for more efficient alternatives
- **Supplier collaboration:** Co-investment in equipment development programs

6.6 Business integration

Financial integration

- **Budget planning:** Establishment of sustainability budget to use as additional funding for emission reduction investments (included in annual capex and procurement planning)
- **Investment decisions:** Carbon footprint factored into equipment and construction ROI calculations where possible
- **Cost management:** Sustainability premiums included in financial forecasts where possible

Policy integration

- **Procurement:** Supplier selection criteria updated to include emission reduction requirements
- **Construction standards:** Sustainability requirements embedded in design specifications and subcontractor agreements

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Business alignment

- **Growth strategy:** Climate targets aligned with expansion plans and new market development
- **Operations:** Sustainability criteria embedded in standard processes
- **Reporting:** Climate progress included in annual and semi-annual business reviews and reporting

6.7 Risks and dependencies

Key assumptions

- Sustainable materials and high-efficiency charging equipment will remain commercially available at reasonable cost premiums
- Key manufacturers will continue collaborating on emission reduction initiatives
- Continued EV adoption growth supporting business expansion and investment capacity

Opportunities

- Cost reductions: Sustainable materials and efficient equipment may reach cost parity with conventional alternatives
- Innovation acceleration: Industry partnerships could deliver breakthrough technologies ahead of schedule
- [Redacted]
- [Redacted]

Key risks

- Supply chain disruption: Availability or cost of sustainable materials could impact timeline
- Technology delays: Slower development of next-generation equipment could limit reduction potential
- Economic conditions: Recession or reduced investment capacity could delay sustainability investments

Critical dependencies

- Supplier partnerships: Success depends on continued collaboration with construction and equipment suppliers
- Regulatory stability: Consistent policy support for renewable energy and sustainable construction
- Financial performance: Maintaining strong cash flow to fund sustainability investments alongside growth

Mitigation strategies

- [Redacted]
- Flexible timelines: Phased implementation allowing adjustment based on technology and market developments
- Risk monitoring: Regular assessment of external factors affecting strategy implementation

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Angle C: Communication

7. Key personnel and engagement

Fastned regularly communicates about its sustainability initiatives, including reducing its carbon footprint, on a regular basis, internally and externally. This ensures that Fastned can further embed the responsibility of energy consumption management and its CO2 footprint within the entire organization.

7.1 Key personnel awareness and engagement

Fastned has identified key personnel responsible for implementing and improving the energy and CO2 management system, per §7.2 and criteria 2.C.1–2.

Management level:

- **CFO:** Allocates resources for sustainability initiatives and represents sustainability at Board level.
- **CEO**: Oversees strategic direction for Fastned and supports sustainability initiatives.
- **Finance Director:** Direct supervisor of Sustainability team with weekly engagement.
- **COO:** Oversees construction activities, Fastned's largest emission source.

Operational level:

- **Construction Lead:** Material selection and engineering for station construction.
- **Project Manager:** Manages life cycle assessment (LCA) for stations.
- **Program Manager:** Developing LCA for shop models.
- **Project Manager:** Manages collaborative supplier projects for emission reduction.
- **Energy Sourcing Manager:** Secures GoOs/REGOs ensuring 100% renewable electricity.
- **Network Operations Manager:** Pilots battery storage and grid flexibility solutions.
- **Sustainability Manager:** Coordinates CO2 Performance Ladder certification and footprint calculations.
- **Sustainability Specialist:** Supports sustainability projects.

External support/expertise: Dutch Carbon Consultants, external auditors

Engagement processes:

- Monthly CFO meetings; regular team meetings with Materials & Engineering, Network Operations and Procurement
- Organization-wide CO2 reduction ideas feedback form (launched August 2025)
- Internal training: Green Week 2025, Sustainability Roadshow, Chicken & Egg employee training sessions
- Sustainable travel incentive: employees earn extra mission days choosing train over plane

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7.2 Communication plan

Fastned communicates internally and externally about its climate transition plan, action plan, and progress per criterion 2.C.3.

Communication objectives:

- Demonstrate climate leadership in EV charging industry
- Show accountability to stakeholders on sustainability progress
- Identify collaboration opportunities for decarbonization

Target groups and messages:

Internal (required):

- Key personnel: [Redacted]
- All employees: [Redacted

External (required):

- Direct value chain relationships: [Redacted]
- EV drivers/customers: [Redacted]
- Local communities: [Redacted]
- Potential collaboration partners (identified in 2.D.2 analysis): [Redacted]

Optional:

- Government/regulators: [Redacted]
- Industry partners (Spark Alliance): [Redacted]

Communication channels:

Website (mandatory):

- Fastned Sustainability page with CO2 policy and progress
- CO2 Performance Ladder organization page
- Current certificate display
- Annual/half-year/quarterly sustainability updates via financial reports

Other channels:

- Annual report (Q1 annually)
- Investor calls (quarterly)
- Slack and company-wide meetings (All Hands, Fastned Days)
- Industry events and conferences
- Press releases
- Social media (LinkedIn, Instagram)
- Customer newsletter (launching late 2025/early 2026)
- Internal Sustainability Working Group (launching 2026)

Communication frequency: Minimum annual communication to each target group:

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- Employees: quarterly (All Hands); ongoing (Slack)
- Key suppliers: annual minimum progress updates; ongoing project collaboration
- Customers: biannual via newsletter; ongoing social media
- Investors: quarterly calls; annual report
- General public: annual report; ongoing website updates

Collaboration communication strategy:

- Partnerships sought with suppliers for emission reduction (link to 2.D.3)
- Ongoing collaboration progress with key value chain partners
- New collaboration opportunities identified

Responsibilities:

- Sustainability Manager: overall coordination
- Sustainability Specialist: support
- Marketing & Communications team: content creation and distribution
- Investor Relations team: external stakeholder management
- Public Affairs team: local community and government relationships

Success measurement:

- Stakeholder feedback on sustainability communications
- Website engagement on sustainability content
- Employee awareness surveys (eNPS sustainability questions)
- Number of attendees at internal sustainability events

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Angle D: Collaboration

8. Collaboration

8.1 Knowledge and collaboration needs (2.D.1)

Knowledge gaps:

- Energy efficiency: [Redacted]
- CO2 reduction: [Redacted]

Value chain influence: Current influence on construction/equipment suppliers: [Redacted]. Priority: [Redacted].

Collaboration needs:

- Short-term (1–3 years): Electrified construction equipment, lower-carbon concrete foundations
- Medium-term (3–10 years): Next-generation low-carbon chargers, innovated station designs (incorporating principles of circularity and efficiency)

8.2 Collaboration opportunities (2.D.2)

Responsible person: Sustainability Manager. Monitors external developments, industry trends, training opportunities.

Existing partnerships:

- Amsterdam Sustainability Network (member since 2023): peer learning, best practices
- CharIN e.V.: EV charging standards, sustainability workgroup reactivation and participation

Direct relationship opportunities:

- EV charger supplier: charger carbon footprint reduction
- Bosch Beton: low-carbon concrete foundation development
- EcoCare: construction emission reduction
- Foundation supplier: 3D-printed foundations pilot

8.3 Active collaboration (2.D.3)

Fastned x EcoCare Emissions Reduction Partnership

- Partners: Fastned B.V., EcoCare

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- Start: October 2025, duration: multi-year
- Focus: CO2 reduction in station construction

Formal agreement: Partnership established October 2025 through documented mutual commitment to emission reduction pilots.

Commitments:

- EcoCare: Pilot electric construction equipment
- Fastned: Provide test locations, share site specifications, evaluate pilot results

Target outcomes:

- Reduction in construction emissions for Dutch stations by end 2026 via pilots and special projects
- Roadmap for scaling electrified equipment across more Fastned x EcoCare projects by 2027

Success metrics:

- Number of stations built with electric equipment (target: 3 in 2026)
- CO2 savings as a result of using electric equipment (no target as of now, but any savings is already a success)

Annual evaluation: 2026

Planned 2026 collaborations:

- EcoCare: building stations with lower/no emissions via electric equipment and HVO (target H1 2026 formalization)
- Bosch Beton: low-carbon concrete pilot (target H1 2026 formalization)
- EV charger manufacturer/supplier: charger efficiency improvements (discussions initiated H2 2025)
- Other subcontractor: establish relationship and explore potential collaboration/partnership (target H1 2026 formalization)

8.4 Stakeholder dialogue (2.D.4)

Dialogue 1 - Bosch Beton (took place in October 2025)

- Participants: Fastned (Director Construction Management, Sustainability Manager), Bosch Beton (two employees)
- Topics: Climate transition plan review, collaboration on using less carbon-intensive concrete in projects, general innovation
- Recommendations: [Redacted]
- Follow-up: Another dialogue to be scheduled for 2026

Dialogue 2 – EV charger manufacturer/supplier (to be scheduled for early 2026)

- Participants: Fastned (Executive/Board member, Sustainability Manager), Supplier (TBD)

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- Topics: Climate transition plan review, charger manufacturing emissions, collaboration on next-generation equipment
- Expected recommendations: Manufacturing process improvements, component sourcing optimization
- Follow-up: Another dialogue to be scheduled late 2026

Dialogue 3 – EcoCare (to be scheduled for early 2026)

- Combined with annual evaluation meeting
- Participants: Fastned (Executive/Board member TBD, Sustainability Manager), EcoCare (EHS Coordinator)
- Expected recommendations: Integrate more electric construction equipment into Fastned construction planning; Plan pilot
- Topics: Progress review, climate plan construction targets, scaling opportunities
- Follow-up: Another dialogue to be scheduled for September 2026

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