



Fastned

Climate Transition Plan (2025–2030)

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Reader's guide

This Climate Transition Plan serves as an update to 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
- **Impact and Influence (I&I) Analysis:** Evaluation of Fastned's primary business activities and a breakdown of their impacts
- **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.

Table of contents

Reader's guide.....	2
1. Management Statement & Energy Policy.....	4
2. Organization description.....	6
3. Energy.....	8
3.1 Energy Balance.....	8
3.2 Energy assessment.....	9
3.3 Energy system flexibility.....	9
4. CO2 Footprint.....	11
4.1 Scope 1 and 2 emissions.....	11
4.2 Scope 3 emissions.....	12
4.3 Other Influenceable Emissions - Qualitative analysis.....	14
5 . Organizational activities.....	16
5.1 Organizational activities.....	16
5.2 Most important activities.....	16
5.3 Value chain analysis.....	16
6. Medium-term targets and Strategy.....	18
6.1 Medium-term CO2 reduction target (2030).....	18
6.2 Medium-term energy targets (2030).....	19
6.3 Ambition justification.....	20
6.4 Medium-term strategy (2025–2030).....	21
6.5 Innovation and technology.....	23
6.6 Business integration.....	24
6.7 Risks and dependencies.....	25
7. Key personnel and engagement.....	27
7.1 Key personnel awareness and engagement.....	27
7.2 Communication plan.....	28
8. Collaboration.....	30
8.1 Knowledge and collaboration needs (2.D.1).....	30
8.2 Collaboration opportunities (2.D.2).....	30
8.3 Active collaboration (2.D.3).....	30
8.4 Stakeholder dialogue (2.D.4).....	32

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

About 71% of our emissions come from building high speed EV charging stations and amenities, and procuring EV charging equipment. While we directly control operational emissions (offices, business travel), these represent under 5% 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. At the same time, as we continue to scale at a rapid pace, we must also coach responsible employee behavior and implement stronger internal controls when it comes to business travel.

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), *The Habitats Directive* and *Natura 2000* zones. Target alignment in section 6.3. Country-specific building codes (DE, FR, UK, BE, CH, ES, IT, DK, AT) apply to construction and operations.

Other applicable requirements: *AFIR* requires sufficient fast-charging coverage along major EU highways, with specific rules on station locations, capacity and technical specs. Each new station needs construction and operating permits under local environmental laws (*Omgevingswet* in the Netherlands, *Baurecht* in Germany, etc.). With more than 100 employees, Fastned must have an *RVO Mobility Plan* promoting sustainable commuting for staff. *GDPR* applies to all customer data handling (accounts, payments, charging sessions), requiring proper data protection, security and respecting customer privacy rights. *Network and Information Security Directive (NIS2)*, an EU law that requires essential and important companies to strengthen their cybersecurity and report major incidents to protect critical infrastructure. *Market abuse regulation (MAR)*, an EU regulation that prohibits insider trading and market manipulation to ensure fair and transparent financial

markets. *National and European labor laws* also apply to Fastned. *EU Listing Act*, which aims to simplify and harmonize the rules for companies listing their shares on EU stock exchanges to make public markets more accessible. *Anti-Money Laundering Act*, which requires organizations to detect, prevent, and report money laundering and terrorist financing activities. *Corporate Governance Code*, which sets best-practice standards for how companies should be directed and controlled to ensure accountability and transparency. As of 27 September, 2026: *Empowering Consumers for the Green Transition directive (ECGT)*, which protects consumers against greenwashing and misleading sustainability claims.

While extensive, this list is not exhaustive. Senior Sustainability Manager monitors developments via industry associations and legal advisors. The Rijksoverheid's CSR checker was also consulted when reviewing this list.

Company size

As of 2025 year-end, Fastned's total headcount was 414. Fastned's revenue in 2025 was 122.4 million EUR. According to SKAO, Fastned is considered a "big" company.

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.

System structure: Senior Sustainability Manager reports to 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 414 employees across 10 countries with construction-heavy emissions profile.

Data Quality Management

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

Data sources: Scopes 1 and 2 from primary data (utility bills, invoices). Scope 3 combines supplier-specific data and Ecoinvent database and proprietary spend-based data where unavailable. Business travel from booking systems. Employee commuting from national averages and NS Business Card data. New for 2026 onwards: Waste (Scope 3) from national averages and several internal teams (Operations).

Quality controls: CFO internal review, BDO annual ESG KPI assurance, Dutch Carbon Consultants annual CO2 PL 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, include new GHG Protocol categories for more "complete" footprint. Annual management review identifies improvements.

Management responsibility

As management, we ensure: organizational scope across 10 countries (as of YE 2025, 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, Slack, Green Week; monitoring via audits/reviews; Sustainability team reporting to 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 Level 2 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 (2025) resolved and verified.

Policy review

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

2. Organization description

General description

Fastned develops and operates a public fast-charging network for electric vehicles across Europe. Headquartered in Amsterdam, at 2025 year-end, the company operated 406 charging stations across the Netherlands, Germany, France, the United Kingdom, Belgium, Switzerland, Spain, Italy, and Denmark. In 2025, the Austrian entity became operational, but no stations were built in the country. Fastned also built its first two shops, five kiosks and one stand-alone toilet in 2025. The company employed 414 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, Denmark and Austria.

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. Fastned applies the top-down method, starting from Fastned B.V. and including all country entities under its operational control. All emissions from offices, construction activities, and business operations across all Fastned entities 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 and amenity construction (including materials), grid connections, electricity
- Own operations: station and amenity development, installation, operation, maintenance, customer service
- Downstream: electric vehicle drivers using the network, marketing and communication

Management responsibility

Sustainability management sits within the wider Finance team, reporting directly to the CFO. Reporting lines were updated in early 2026. A dedicated senior sustainability manager coordinates CO2 management. 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 two out of three requirement criteria for a large company.

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.

Electricity sold through Fastned's charging stations is passed on to, and consumed by customers, and is therefore excluded from Fastned's own final energy consumption. The energy balance covers at least 90% of Fastned's own final energy use.

Energy source	Scope	Amount 2025	Unit	Conversion factor (GJ/unit)	Total 2025 (GJ)	% of total 2025	Total 2024 (GJ)	% change YoY
Natural gas heating	1	4,029	m ³	0.0373	150.28	2.0	82.7	81.7
Purchased electricity - offices & warehouse uses	2	261,964.24	kWh	0.0036	943.07	12.5	612.8	53.9
Purchased electricity - company cars	2	1,457,557.10	kWh	0.0036	5,247.21	69.5	2,419.2	116.9
District heating	2	1,206,944.64	MJ	0.001	1206.94	16.0	877.2	37.6
Total consumption	-	-	-	-	7547.5	100%	3,991.9	89.1

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. In 2026, Fastned assessed that 2024 is still a representative base year for the organization. Next year, Fastned will again assess if 2024 can continue to serve as a representative base year as the organization scales.

Identification of significant energy users

Significant energy users are facilities, systems, processes, or equipment (company EVs) that collectively account for at least 90% of total energy consumption.

Analysis of energy consumption distribution:

Facility/process	GJ	% of all energy consumption
Company car fleet (all countries)	5,247.2	69.5
Netherlands (office)	1,402.6	18.6
London (office)	168.5	2.2
Total	6,818.3	90.3

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. New for 2025, we have also included the London office's electricity use on this list, as it is the second-highest among all offices. This adds up to more than 90% of all energy consumption at Fastned.

Reduction potential per energy source

Where possible, Fastned can push its Amsterdam and London office landlords to increase the energy efficiency of their current office spaces. Fastned can also focus on finding future office spaces (for all entities) that run solely on electricity (including heating, as the London office already does), which is less CO₂-intensive than stationary combustion or 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 particularly severe in the Netherlands, where it is the primary barrier to Fastned's network expansion. However, we are beginning to see signs of grid congestion across all markets—not just in the Netherlands, Belgium and the UK, which we cited in last year's Climate Transition Plan. This entails grid operators warning of limitations and delays for new connections.
- **Energy system flexibility:** Fastned contributes 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. We installed one 400 kWh battery at one Fastned location in 2025, which is part of an ongoing project to alleviate grid congestion across all entities. In the first half of 2026, we installed one 800 kWh battery at one Fastned location. 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 (2025)

Scope	Category	Emissions FY 2024 (tonnes CO2e)	Emissions FY 2025 (tonnes CO2e)	% of total footprint 2025	% change YoY
Scope 1	Company facilities (stationary combustion)	4.7	8.26	0.04	77
Scope 2 (market-based)	Purchased electricity	0.00	0.00	0.00	0
Scope 2 (market-based)	District heating (Purchased heating)	20.9	45.98	0.23	120
Scopes 1 & 2 total	-	25.6	54.24	0.27	111.9

Scope 2 location-based (for reference):

- Location-based electricity emissions: 376.1 tonnes CO2e
- 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, Amsterdam warehouse): 8.26 tonnes CO2e
- Company vehicles: 0.00 tonnes (all-electric fleet since 2022)

Breakdown scope 2 – Purchased energy:

- District heating (Netherlands, Germany, Switzerland, Copenhagen offices): 45.98 tonnes CO2e
- Purchased electricity: 0.00 tonnes (covered by GoOs)

4.2 Scope 3 emissions

Total scope 3 emissions (2025)

Category	Emissions FY 2024 (tonnes CO2e)	Emissions FY 2025 (tonnes CO2e)	% of scope 3 2025	% of total footprint 2025	% change YoY
Upstream					
Purchased goods and services	3,661.9*	4,896.0	24.7	24.6	33.7
Capital goods - Construction (stations and amenities)	4,105.0	9,666.3	48.8	48.6	135.5
Capital goods - Charging equipment	3,886.0	4,042	20.4	20.3	4
Fuel and energy related activities	51.7	100	0.5	0.5	93
Transportation and distribution	(Stand-alone data not available for 2024; Included in Capital Goods - Construction)	430.5	2.2	2.2	(n/a)
Waste generated in operations	(Data not available for 2024)	5.9	0.03	0.03	(n/a)
Business travel	256.9	557.5	2.8	2.8	117
Employee commuting	23.9	124.4	0.6	0.6	421
Upstream total	11,985.3**	19,822.6	100	99	65.4**
Downstream					

Use of sold products (electricity)	0.0	0.0	0.0	0.0	0
Downstream total	0.0	0.0	0.0	0.0	0
Scope 3 total	11,985.3**	19,822.6	100	99	65.4**

*Please note: Fastned's 2024 Purchased Goods and Services emissions were calculated retroactively for the sake of comparability for our CO2 Performance Ladder recertification. **This figure has not been reviewed or approved by our external auditor, BDO.** We will not update this figure retroactively in our annual report.

**Please note: This figure includes a retroactive calculation of Purchased Goods and Services for 2024, and has not been externally verified during Fastned's ESG KPI audit. Therefore, it is not official. It has only been included for the sake of comparability for our CO2 Performance Ladder recertification. See similar note above.

Key insights per category:

Purchased goods and services (4,896 tonnes): New for 2025, this category covers Fastned's wider operational spend, beyond the services and materials we use to build our stations and amenities (covered by Capital Goods). We used a spend-based calculation to determine the footprint of this category, which could contribute to emissions inflation. Fastned's 2024 Purchased Goods and Services emissions were calculated retroactively for the sake of comparability for our CO2 Performance Ladder recertification.

Capital goods – Construction (9,666.3 tonnes): This category consists of charging station construction and amenities. Charging station construction was calculated using LCA-based data, while amenities were calculated using a spend-based method. In 2025, Fastned delivered 52 new stations, 6 expansions, 8 redevelopments and 5 truck lanes, compared with 49 new stations, 7 expansions and 3 redevelopments in 2024. Amenities contributed 2,414.9 tonnes CO2e and were included for the first time in 2025. The increase from 4,105.0 tonnes CO2e in 2024 to 9,666.3 tonnes CO2e in 2025 is therefore caused by increased construction activity and the addition of amenities. As amenities were not calculated retrospectively for 2024, the 135.5% increase is not fully comparable.

Capital goods – Charging equipment (4,042 tonnes): Procurement and installation of charging hardware, software systems, and related equipment. Emissions stem primarily from manufacturing processes, including semiconductor production and power electronics. Emissions in this category remained relatively the same as last year's emissions.

Upstream transportation (430.5 tonnes): While this category was formally included in Fastned's scope emissions inventory for its 2025 footprint, it had already been accounted for in previous years' calculations in the "Capital Goods" category for a few years. This category covers transportation of all building materials from suppliers and warehouses to construction sites.

Fuel and energy related activities (100 tonnes): Upstream emissions from fuel and energy production not covered in scope 1 or 2.

Waste generated in operations (5.9 tonnes): New for 2025, this category covers waste at Fastned offices. Due to a lack of reliable data, we have used our sustainability reporting

platform's national average function to account for waste generated in our offices. While this helps us fill gaps, we face limitations reporting waste from the station and shop construction process, as well as waste collected at our stations. We aim to improve the accuracy of this data in 2026.

Business travel (557.5 tonnes): Air and train travel for business purposes across all European offices. Emissions increased significantly from 257 tonnes (2024) to 557.5 tonnes (2025), reflecting network expansion and increased cross-border coordination. Average: 1.35 tonnes CO₂ per employee in 2025 vs. 0.77 tonnes CO₂ per employee in 2024.

Top travel offices by distance (source: Plan A Business Travel dashboard):

- *Amsterdam/NL Warehouse:* 321,519 km by train, 541,004 km by air
- *Paris:* 676,250 km by train, 96,880 km by air
- *London/UK Warehouse:* 241,255 km by train, 448,745 km by air

Employee commuting (124.4 tonnes): Travel between employee homes and offices. Calculated using NS Business Card data for The Netherlands, and for the other offices, we used extrapolated data from a 2023 employee commuting survey. Despite the survey being slightly outdated, we felt it was more accurate than using our sustainability reporting platform's national averages, as Fastned's employee commuting habits are not usually in-line with the national averages. In our 2025 calculations, we included employees who bike to work (many in the Amsterdam office, and growing numbers in other offices). On the other hand, we didn't factor in employees who drove ICE vehicles to work. This category increased significantly due to the growth in headcount, as well as the switch of calculation methodologies for the category (number of commuters per mode of transport per country in 2024 vs. extrapolated survey data in 2025).

Use of sold products – 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:

- Purchased goods and services: Exclusively spend-based data
- Capital goods: Combination of supplier-specific LCA data, secondary data and spend-based data to fill gaps
- Upstream transportation: Based on data from 30 sample locations
- Fuel and energy related activities: Standard emission factors via Plan A
- Waste: National average function data via Plan A
- Business travel: Combination of actual distance data from travel bookings and spend-based data
- Employee commuting: Extrapolated data from employee commuting survey plus NS Business Card data for the Netherlands

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.

2. CO2 removals (direct)

Sector relevance: Not typical for charging infrastructure operators.

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.

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 2025, Fastned avoided the equivalent of 165.9 kilotonnes of CO2 by selling 183.0GWh of renewable energy to customers. For more information about how this figure is calculated, including emission factors used, please refer to the 2025 Annual Report, pg. 58.

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

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: EV charging station realization (excl. amenities) (13,416.7 tonnes CO₂, 67.4% of total)

Site development, construction activities, grid connections, civil engineering works, daily operations, maintenance, customer service, general business activities—all needed to realize charging locations.

Activity 2: Charging equipment procurement (4,045.5 tonnes CO₂, 20.4% 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: 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.

Activity 4: Realization of station amenities (2,414.9 tonnes CO₂, 12.2% of total)

Amenities development, construction activities, transportation, daily operations.

5.2 Most important activities

Based on an impact and influence (I&I) analysis documented separately, **Activities 1 and 2 (EV charging station realization and equipment procurement)** are identified as Fastned's most important activities for emission reduction. Together they account for approximately 88% 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.

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). New for 2026, it also

includes a preliminary value chain for Fastned's amenities—shops, kiosks and stand-alone toilets. The analysis maps out the construction, equipment and amenity value chains, allocates emissions for FY 2025 (with construction accounting for 13,417 tonnes, charging equipment for 4,046 tonnes, and amenities for 2,415 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 about 88% 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 targets are set for 2030, five years from the 2025 recertification audit. These targets will be evaluated and, if necessary, revised every three years or sooner if major organizational changes occur.

Scope and coverage

The targets focus on Fastned's most important organizational activities identified in the I&I analysis (mentioned above):

- Activity 1: EV charging station realization (Scope 3 Capital Goods)
- Activity 2: Charging equipment procurement (Scope 3 Capital Goods)

In 2025, these activities (and GHG Protocol categories mentioned above) accounted for approximately 88% of Fastned's carbon footprint (17,462.2 tonnes CO₂e). For comparison, in 2024, these activities accounted for more than 95% of total baseline emissions (7,991 tons CO₂e in base year 2024).

We acknowledge that emissions linked to our business travel have grown in 2025 compared to our base year of 2024. While this category is not included in the scope of our formal CO₂ emissions reduction targets, this topic matters to us, and we are working to keep the number of business travel flights under control and to reduce our business travel emissions impact where we can.

Targets

Absolute target (as written in the 2025 Climate Transition Plan): Cap total CO₂ emissions from EV charging station realization (Scope 3 Capital Goods) at, on average, 235.7 tons CO₂ per station built by 2030, representing a 10% reduction compared to projected business-as-usual growth.

Status update: Currently on track, at ~178 tonnes CO₂ per station built in 2025. Our unaudited H1 2026 calculations also support this, at ~196 tonnes per station built in the first half of 2026.

Relative target: Reduce CO₂ intensity (of Capital Goods, incl. chargers and transportation, excl. amenities) from 56.8 tons CO₂/GWh in 2024 to 23 tons CO₂/GWh by 2030 (60% intensity reduction per GWh sold).

Status update: On track if we look at H1 2026 data. Not on track if we exclusively look at FY 2025 data. This can be explained because there is usually a push to build more stations at the end of a calendar year. When they are built and become operational very late in the year, we account for the embedded carbon, but we haven't yet seen the "payoff" in a station being fully operational (by selling renewable electricity).

Sub-objectives for monitoring

Activity 1 - EV charging station realization:

- Absolute: maximum 169 tons CO₂ per station built by 2030
 - Status update: On track; FY 2025: ~117 tonnes CO₂ per station built; H1 2026: 120.8 tonnes CO₂ per station built
- Relative: 41% intensity reduction per GWh sold
 - Status update: On track if we look at H1 2026 results; FY 2025: +23% (increase); H1 2026: -27.8% (decrease)

Activity 2 - Charging equipment:

- Absolute: maximum 67 tons CO₂ per station built by 2030
 - Status update: On track in 2025, and also in H1 2026 if we consider that we installed more chargers in H1 2026 due a focus on expansions. We are on track to complete more expansions in 2026 than we did in 2025. Additional chargers installed at existing stations increase total charging equipment emissions, while only new stations are included in the denominator. This makes the result per new station appear higher. FY 2025: ~62 tonnes CO₂ per station; H1 2026: 73.1 tonnes CO₂ per station
- Relative: 43% intensity reduction per GWh sold
 - Status update: On track. FY 2025: ~19% reduction; H1 2026: ~33% reduction.

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.

Status update: On track. Fastned continued to purchase renewable energy for 100% of its operational consumption in 2025, and has the intention to do so again for 2026. See [latest renewable energy declaration](#) as documentation.

Energy intensity reduction

Reduce energy consumption intensity by 10% from 12 GJ per employee in 2024 to 10.8 GJ per employee by 2030.

This addresses operational emissions (office electricity and heating, electricity to power company EV fleet), which represent less than 1% of Fastned's total footprint in 2025. The primary CO₂ reductions come from station construction and equipment activities, not included in this calculation.

Status update: Currently not on target. We saw an upward trend in energy consumption intensity per employee from 12 GJ in 2024 to 18.2 GJ in 2025. We can attribute this significant increase partly to the growth in Fastned's electric fleet, and its growing energy usage.

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
 - Status update: This pilot was a success. Fastned is rolling out batteries to many new and operational locations to offset grid congestion.
- **Self-generation:** Continue installing solar PV panels at suitable station locations (no specific target due to limited suitable locations and grid connection constraints)
 - Status update: Fastned continues to install PV panels at all stations with canopies except for those based in regions with inclement weather (e.g. Switzerland). On top of that, Fastned has installed PV panels at its manned shop in Libin, Belgium.

Energy system flexibility

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

Status update: See above for battery update. Fastned has also begun pursuing grid sharing agreements with facilities near Fastned stations where grid capacity access is limited.

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
- **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 for scopes 1 and 2; SBTi requires 2.5% annual emission reductions for 1.5°C scenarios for scope 3
- 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; 3D-printed infotainment screen foundations by Hyperion
- **Equipment efficiency (TRL 7–8):** Moving PV panel and LED production to Europe; procurement optimization
- **Operational management (TRL 9):** Digital planning software and emission tracking using established technologies
- **Electrification of construction (TRL 7):** Electric construction equipment has been piloted, but it is not yet at optimal efficiency or economic viability to incorporate into project planning

Stakeholder feedback

Targets incorporate input from:

- **Investors:** Emphasized addressing scope 3 emissions (~99% of footprint), shaping focus on construction and equipment
- **Suppliers:** EcoCare on electric construction equipment and HVO use; Alpitronic on charging equipment manufacturing improvements; Stadsbader on klinkers made of recycled material and [redacted].
- **Procurement integration:** LCA/EPD 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 now in scope for the 2026 CO₂ Performance Ladder recertification. For the first time, shops and other amenities are reflected in Fastned's carbon footprint in 2025, using a spend-based approach. We aim to more accurately account for shops and other amenities in our footprint in 2026 by rolling out a shop LCA in late 2026 or early 2027.

However, because shops are still new for us and we don't have an LCA just yet, our current strategy still focuses mainly 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
- Hire Circularity Manager function (Update: Role filled in Q2 2026)

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

(As published in our 2025 Climate Transition Plan)

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)

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

- **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 (incl. engineering) innovation:** Partner with key station component suppliers to co-develop lower-emission materials, materials fit for future reuse, and component designs that allow for local production; partner with subcontractors to pilot electric construction equipment and/or HVO use
- **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 (incl. engineering)

- **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); As of October 2026, 2027 budget proposed but not yet approved
- **Investment decisions:** Intention to factor carbon footprint into equipment and engineering/construction ROI calculations where possible; We have been able to indicate CO₂ savings of our kiosk build-out compared to a traditional structure

- **Cost management:** Intention to include sustainability premiums in financial forecasts where possible
- **Asset management:** Intention to introduce traceability to [percentage of] existing key canopy components in Fastned's internal asset management system to determine stock availability for future component reuse

Policy integration

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

Business alignment

- **Growth strategy:** Climate targets aligned with expansion plans and new market development
- **Operations:** Embedding sustainability criteria 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
- **Competitive advantage:** Early adoption of sustainable practices may provide market differentiation
- **Access to funding:** Strong climate action could open additional investor and funding opportunities

Key risks

- **Supply chain disruption:** Availability or cost of sustainable materials could impact Fastned timelines/objectives
- **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 design (engineering) and 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

Property of Fastned B.V.

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:** Direct supervisor of Sustainability team with biweekly engagement. Allocates resources for sustainability initiatives and represents sustainability at Board level.
- **CEO:** Oversees strategic direction for Fastned and supports sustainability initiatives.
- **COO:** Oversees construction activities, Fastned's largest emission source.
- **Director of Engineering and Technology:** Oversees engineering and technology-sourcing activities, including stations and shops engineering, circular economy, centralized materials procurement, technology insight and sourcing (chargers, batteries).

Operational level:

- **Lead Building Engineering:** Leads a team of five: four engineers and a circularity manager. Responsible for station and shop engineering, as well as Fastned's circular economy strategy.
- **Project Manager Engineering:** Manages collaborative supplier projects for emission reduction.
- **Project Manager Engineering Stations:** Manages collaborative supplier projects for emission reduction.
- **Circularity Manager:** Manages Fastned station and shop LCAs and develops circular economy strategy for Fastned.
- **Program Manager Engineering Shops:** Lead engineer for shops and kiosks.
- **Lead Energy Management:** Secures GoOs/REGOs ensuring 100% renewable electricity.
- **Senior Manager Grid Capacity & Energy Storage:** Pilots battery storage and grid flexibility solutions.
- **Technology Solutions Manager:** Sources battery storage and grid flexibility solutions.
- **Construction Lead (Netherlands):** Responsible for leading the Dutch Construction team and coordinating projects across the entire Dutch entity.
- **Senior Construction Manager (Netherlands):** Managing station construction projects for The Netherlands.
- **Senior Sustainability Manager:** Leads Sustainability at Fastned. Coordinates CO2 Performance Ladder certification and footprint calculations.
- **Sustainability Specialist:** Supports on sustainability projects.

External support/expertise: Dutch Carbon Consultants, external auditors

Engagement processes:

- Biweekly CFO meetings; recurring meetings with Engineering & Technology team (incl. Engineering, Circularity Manager, Procurement and Technology Solutions), Supply Chain
- Organization-wide CO2 reduction ideas feedback form (launched August 2025; Shared widely, and accessible at all times via company resources page)
- Internal training: Green Week 2026
- Providing resources: Contributes to team knowledge bases
- Strengthening policies: Stronger control over future business travel in collaboration with Business Control
- Sustainable travel incentive ("Mission Days"): employees earn extra mission days choosing train over plane

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]
- Broader society: [Redacted]
- Potential collaboration partners (identified in 2.D.2 analysis): [Redacted]

Optional:

- Government/regulators: [Redacted]
- Industry partners: [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
- Industry events and conferences
- Press releases for major milestones
- Social media (LinkedIn, Instagram)
- Customer communications

Communication frequency: Minimum annual communication to each target group:

- Employees: quarterly (company-wide meetings); ongoing (Slack)
- Key suppliers: annual minimum progress updates; ongoing project collaboration
- Customers: ad-hoc
- 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:

- Senior 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

If a CO2 Performance Ladder project is awarded to Fastned ...

Fastned can take one of two approaches to share the news in case a project is awarded to us because of our CO2 Performance Ladder certification, in collaboration with the Marketing and Communications team:

- *Option 1:* Information shared via official Fastned press release
- *Option 2:* Announcement published on Fastned website via [Newsroom](#) and shared more broadly via social media post (e.g. LinkedIn)

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)

Existing partnerships:

- Amsterdam Sustainability Network (member since 2023): peer learning, best practices
- Group of OEMs, energy companies, auto dealers, CPOs, financiers (established by BNP Paribas–Fastned joined in May 2026): peer learning, best practices
- Hyperion: 3D-printed foundations pilot
- Bosch Beton: low-carbon concrete foundation development

Direct relationship opportunities:

- EV charger supplier: charger carbon footprint reduction
- EcoCare: construction emission reduction
- Beam supplier: Restored beam quality/cost testing
- [CPO peer working group]: [Redacted]
- [Industry group]: [Redacted]

8.3 Active collaboration (2.D.3)

Fastned x EcoCare Emissions Reduction Partnership

- Partners: Fastned B.V., EcoCare

- Responsible: Senior Sustainability Manager; Fastned Netherlands Construction team (Lead, Senior Manager)
- 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 where possible; If not, pilot use of high HVO mix fuels in traditional construction equipment
- Fastned: Provide test location, share site specification, evaluate pilot results

Target outcomes:

- Reduction in construction emissions for Dutch stations by end 2026 via pilots and special projects
 - Status update: This is not possible in 2026; We are aiming to build a station with EcoCare in late 2026/early 2027 as a special project to see how far we can reduce construction emissions
- Roadmap for scaling electrified equipment across more Fastned x EcoCare projects by 2027
 - Status update: This is not possible in 2026; As discussed with EcoCare in June 2026, electric equipment is still not readily available or is extremely costly. We are planning to pilot using electric construction equipment and/or HVO for one construction site in late 2026/early 2027.

Success metrics:

- Number of stations built with electric equipment (target: 3 in 2026)
 - Status update: As of summer 2026, this is not possible. However, we are setting a new target for 1 station to be built in 2027.
- CO2 savings as a result of using electric equipment (no target as of now, but any savings is already a success)
 - Status update: As of summer 2026, we haven't been able to make any savings calculations, as we have not been able to build any stations with electric equipment yet, and none are in the planning for the rest of the year. However, we are exploring the use of electric equipment and/or a high mix of HVO for a station to be built in early 2027.

Annual evaluation: June 2026, Spring/summer 2027 (to be planned)

Reflection on planned 2026 collaborations:

- Collaboration: EcoCare: building stations with lower/no emissions via electric equipment and HVO (target H1 2026 formalization)
Reflection: We did not make progress on this in 2026; Aiming to pilot either electric equipment or HVO use on a project in early 2027 (Den Helder)
- Collaboration: Bosch Beton: low-carbon concrete pilot (target H1 2026 formalization)
Reflection: This has moved from pilot to process; Fastned regularly procures third

generation (50% recycled) concrete for foundations in Belgium; There is a desire to continue collaborating on recycled concrete mix exploration and sustainable foundation transportation opportunities

- Collaboration: EV charger manufacturer: charger efficiency improvements (discussions initiated H2 2025)

Reflection: Meeting with Fastned Senior Sustainability Manager and EV charger manufacturer's Sustainability & IMS Specialist took place in July 2026; [Redacted]

- Collaboration: Stadsbader: establish relationship and explore potential collaboration/partnership (target H1 2026 formalization)

Reflection: Relationship with Sustainability and Innovation teams established in September 2026; Exploring [Redacted], recycled klinker procurement

8.4 Stakeholder dialogue (2.D.4)

Dialogue 1 – EcoCare (June 2026)

- Participants: Fastned (Senior Sustainability Manager; Senior Construction Manager Netherlands; Country Director Netherlands), EcoCare (KAM Coordinator; Director Shareholder)
- Recommendations: Communicate more broadly about and share renewable energy certifications in a way that is easier to find for customers/everyone else
- Topics: Electric construction challenges; Hybrid and sustainable construction strategies; Future pilot planning
- Follow-up: Another dialogue to be scheduled for Autumn 2026/Winter 2027

Dialogue 2 – EV charger manufacturer (July 2026)

- Participants: Fastned (Senior Sustainability Manager), EV charger manufacturer (Sustainability & IMS Specialist)
- Recommendations: (No formal recommendations; knowledge sharing)
- Topics: [Redacted]
- Follow-up: Circularity Manager to take over dialogue conversations with EV charger manufacturer in relation to [Redacted]

Dialogue 3 – Stadsbader (September 2026)

- Participants: Fastned (Senior Sustainability Manager; Construction Lead Belgium), Stadsbader (Chief Technology Officer; Sustainability Manager)
- Recommendations: If possible for Fastned projects, Stadsbader can source klinkers made of recycled material on a project basis (to reduce emissions linked to civil works); (Knowledge sharing)
- Topics: [Redacted]; Construction electrification; HVO use; Fleet electrification; Employee engagement; Project collaboration
- Follow-up: To be determined; Fastned will contact Stadsbader to investigate further collaboration