

Sustainability Report 2025

Artelia Denmark

Designing solutions for a positive life



Photo: Astrid Maria Rasmussen

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Statement from Management

Sustainability as a strategic focus at Artelia Denmark

At Artelia Denmark, sustainability is an integral part of our strategy and consulting services. As part of the Artelia Group, we are committed to creating solutions that support the green transition and create a more responsible industry. At the same time, we actively promote responsible business conduct and aim to create value for customers, employees and society through a responsible and long-term approach to our business.

At the group level, Artelia works with specific goals and initiatives designed to reduce our climate footprint, strengthen biodiversity, and promote responsible business practices. We are continuously developing tools and methods to help our customers reduce the environmental impact of their projects, while also working to reduce our own greenhouse gas emissions in line with Science Based Targets. In addition, we focus on responsible supply chains, skills development, human rights and collaboration with research communities and organizations.

Although the Artelia Group reports at the corporate level, we have chosen to prepare a supplementary sustainability report for Artelia in Denmark. The report provides transparency regarding our local sustainability efforts and underscores our ambition to actively contribute to the development of the industry in Denmark.

Our social responsibility extends beyond legal requirements. We are committed to knowledge sharing, research collaborations and strategic partnerships because we view it as part of our responsibility to contribute to the development of a more sustainable industry.

We are proud of the results we have achieved in 2025, but we know there is still much to be done. That is why we will continue to develop and implement solutions that reduce our climate footprint and impact biodiversity, while strengthening a responsible value chain.

We look forward to continuing this journey in close collaboration with customers, partners and employees—for a more sustainable future in Denmark and around the world.

Alex Fraenkel

Chief Executive Officer

Artelia Denmark

1 About Artelia's Sustainability Report

At Artelia, we aim to promote sustainability both in our consulting services and in our own business practices. This report provides an overview of our sustainability efforts in 2025 and describes our strategic goals as well as the initiatives we have launched to reduce our carbon footprint and strengthen our social responsibility—based on our [CSR Policy 2030](#).

The report covers the fiscal year from January 1 to December 31, 2025. Since 2019, Artelia Denmark has also published a separate climate report.

The report presents our results, challenges, and future ambitions and is primarily intended for Danish stakeholders. It serves as a supplement to Artelia's annual report, [Artelia Annual report 2025](#), Artelia Group's consolidated [Extra-financial Performance Report](#) and the publication [Artelia Essentials 2025](#).

1.1 Legislation and international standards

Artelia's sustainability report aims to meet the expectations of our Danish stakeholders—particularly current and potential employees, business partners and customers.

The Artelia Group has committed to several international initiatives and standards, including the Science Based Targets initiative (SBTi), EcoVadis and the United Nations Global Compact. The climate report has been prepared in accordance with the GHG Protocol.



In addition, Artelia operates in accordance with the UN Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises.

2 Sustainability at Artelia

Artelia's strategic framework for sustainability is rooted in our *CSR Policy 2030*, which supports our ambition to create value for both our customers and society. Guided by our values and commitments, we work purposefully to integrate sustainability and responsibility throughout our business.

Our sustainability efforts are structured around two main focus areas:

- 1) Sustainability in our customers' projects
- 2) Responsible business conduct.

The CSR policy addresses key challenges and opportunities in sustainability and is divided into four main areas: environment and sustainability, employees, independence and ethics and commitment to civic and humanitarian causes.

The following sections present our initiatives, goals and results for 2025—with a particular focus on the areas of employees, environment and sustainability.

3 Environment and sustainability

3.1 Climate goals in line with the Paris Agreement

Artelia has committed to the Paris Agreement's goals through the SBTi. Specifically, this means that we have committed to reductions in the following areas:

- Reduce **Scope 1 and 2** GHG emissions **by 42%** by 2030
- Reduce **Scope 3** GHG emissions **by 52%** by 2030.

We have launched a comprehensive initiative to reduce our climate impact, both in our own operations and in the projects, we advise on. Our efforts at Artelia Denmark are in line with [the Environment Artelia Group Policy](#). Below are our targets for 2025 along with our actual performance.

Protect the environment	2025 targets	2025 performance
	Scope 1 and 2: Reduce the carbon footprint of our premises and car fleet energy consumption to meet the "1.5C" trajectory.	Artelia has invested in more electric vehicles for our fleet and purchased guarantees of origin to ensure that our energy is produced from renewable sources—specifically Danish solar panels and wind turbines. For Scope 1 and 2, we have reduced CO ₂ emissions by 20% per FTE since 2024.
	Scope 3: reduce the carbon footprint of our indirect emissions (mainly our travels) to respect the "well below 2C" trajectory.	Artelia continues to focus on reducing CO ₂ emissions from transportation and business travel. In addition, we have begun work on a procurement policy that must align and strengthen our focus on responsible procurement and gain better insight into emissions from the value chain.
	Train 100% of our project managers to internal methods and tools dedicated to eco-design and eco-monitoring of projects.	Through internal training courses, employees are equipped to use Artelia's methods and tools. Course development focuses on CO ₂ in design, the LCA database, eco-design, and the Trace tool.
	Encourage an eco-design and eco-monitoring approach on 100% of our significant projects.	Artelia has developed internal training courses to promote a focus on CO ₂ and sustainability in particular projects.

3.2 Sustainability in client projects

Artelia's ambition is to be a responsible consultant that actively contributes to more sustainable societal development. Through our engineering consulting services, we work purposefully to integrate sustainability into projects and develop solutions that support the green transition.

We take a holistic approach to sustainability, balancing environmental, economic and social considerations. At the same time, we recognize the industry's central role in addressing climate and biodiversity challenges. That is why reducing CO₂ emissions and protecting biodiversity are strategic priorities, as reflected in our CSR policy.

We are constantly working to develop our expertise and ensure that sustainability is an integral part of our consulting services across business areas and geographies. This applies both to the early design phase and to the further development and implementation of projects.

In the construction sector, we provide advice on relevant certification schemes and sustainability standards and contribute to holistic solutions for both new construction and renovation. Among other things, we have experience with DGNB, the Nordic Swan Ecolabel, WELL, BREEAM and LEED, as well as the EU Taxonomy. In addition, we work with wood construction, material recycling and energy-efficient solutions.

Across the Artelia Group, the TRACE tool has been developed to support our clients in making informed choices regarding climate, biodiversity and resource consumption in their projects.

3.3 Development of competencies with a focus on environmental sustainability

Artelia places a strong emphasis on supporting internal skills development and capacity building in sustainability. These efforts have been strengthened through the establishment of a dedicated function for training and skills development.

As part of this work, there has been developed a sustainability track at Artelia Academy, where employees can continuously build and update their skills in the areas of CO₂ and sustainability.

Courses are continuously developed and updated to support employees' professional development and ensure that sustainability is an integral part of our consulting services.

3.4 Research and development activities

Artelia is constantly working to develop our professional expertise, services and processes. In addition to internal and external training, we build knowledge through targeted investments in research and development.

We actively participate in research and development collaborations with universities, municipalities, professional colleges, foundations and other relevant stakeholders. These collaborations include, among other things, research projects, industrial PhD programs, internships and student projects.

These activities are heavily focused on the industry's green transition and digitalisation. Examples of projects include [Reduction Roadmap 2.0](#), [Pathways to Bio-based Construction](#) and [Residential Construction from 4 to 1 Planet](#).

3.5 Contributions to the industry's sustainable development

Artelia actively contributes to the development of the industry through, among other things, development projects, industry guidelines, networking, participation in professional committees, the development of certification schemes and educational activities. We view it as our responsibility to share knowledge and engage in collaborations that support a more sustainable and responsible industry.

We focus our efforts on knowledge sharing, innovation and strategic partnerships that help raise professional standards and accelerate the green transition in the industry.

4 CO₂ reporting

Artelia prepares an annual climate report that provides an overview of our carbon footprint. The report is based on the GHG Protocol, and we are a member of the Science Based Targets initiative (SBTi), which ensures a recognised and transparent method for calculating and tracking our emissions and supports the Paris Agreement's goal of limiting global warming to 1.5°C for Scope 1 and 2 and 2°C for Scope 3. Therefore, using 2024 as the base year, we have set reduction targets for 2030, which we measure annually. *Figure 1* below shows our reduction targets and the status of Artelia's CO₂e reduction in 2025:

	Categories	2030 Reduction targets	2025 CO ₂ e-reduction
Scope 1	Direct emissions from fuel consumption in company cars 	Reducing absolute greenhouse gas emissions by 42%	12% CO ₂ e-reduction
Scope 2	Indirect emissions from purchased energy for buildings and charging electric vehicles 		
Scope 3	Other indirect emissions, including procurement, transportation, and energy related activities 	Reduction of greenhouse gas emissions by 52%	8% CO ₂ e-reduction based on activity and spend data regarding Artelia's consumption

Figure1, Artelia's reduction targets and CO₂e-reduction for 2025, with 2024 as the base year.

In 2025, we have focused on reducing the CO₂ footprint from our facilities and vehicle fleet (*Scope 1 and 2*) as well as indirect emissions, primarily from travel (*Scope 3*). The climate report is used as an active management tool to monitor our progress and identify the areas where our efforts have the greatest impact.

A significant reduction has been achieved in Scope 1 as a result of a transition from fossil-fueled company cars to electric vehicles. In addition, reductions are seen in Scope 2, which is due, among other things, to an increasing share of renewable energy in the energy supply. Transportation continues to account for a significant share of total emissions and represents a substantial potential for improvement.

The data set for 2025 has been expanded compared to previous years, making it possible to include more relevant GHG categories in Scope 3:

- Category 1: Purchased goods and services
- Category 3: Fuel- and energy-related activities
- Category 5: Waste from operations
- Category 6: Business travel
- Category 7: Employee commuting

The categories included were selected based on their relevance to Artelia's activities and the availability of a sufficient data set. Other Scope 3 categories are currently not included, either because they are considered to have limited relevance to the company or because the data set is not yet robust enough to support accurate calculation.

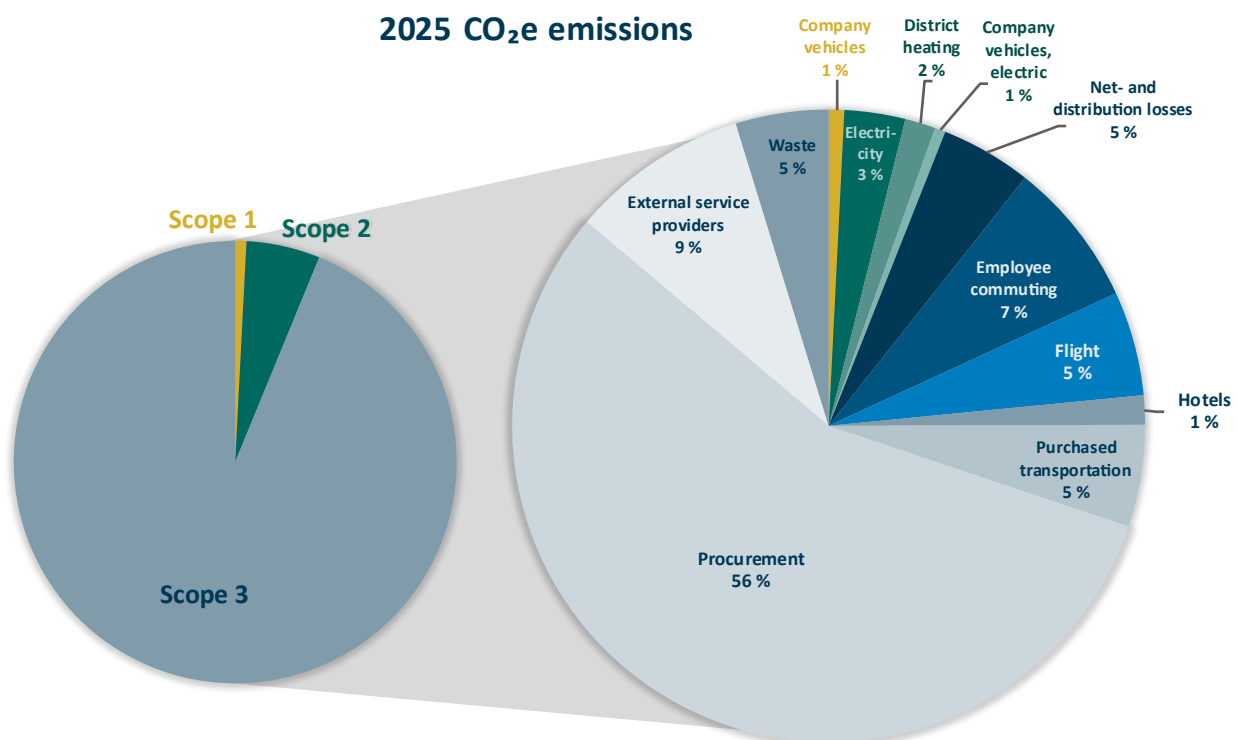


Figure2, Breakdown of Artelia's CO₂e emissions by scope and category.

As shown in *Figure 2*, the largest portion of Artelia's emissions originates from the value chain (*Scope 3*). *Figure 3* shows that the procurement of goods and services, as well as transportation, are the most significant contributors to our climate footprint. At the same time, there has been a reduction in emissions from procurement compared to the base year.

Since procurement continues to account for a significant portion of our total emissions, we are making a concerted effort to promote responsible procurement and reductions in the value chain through the implementation of our procurement policy.

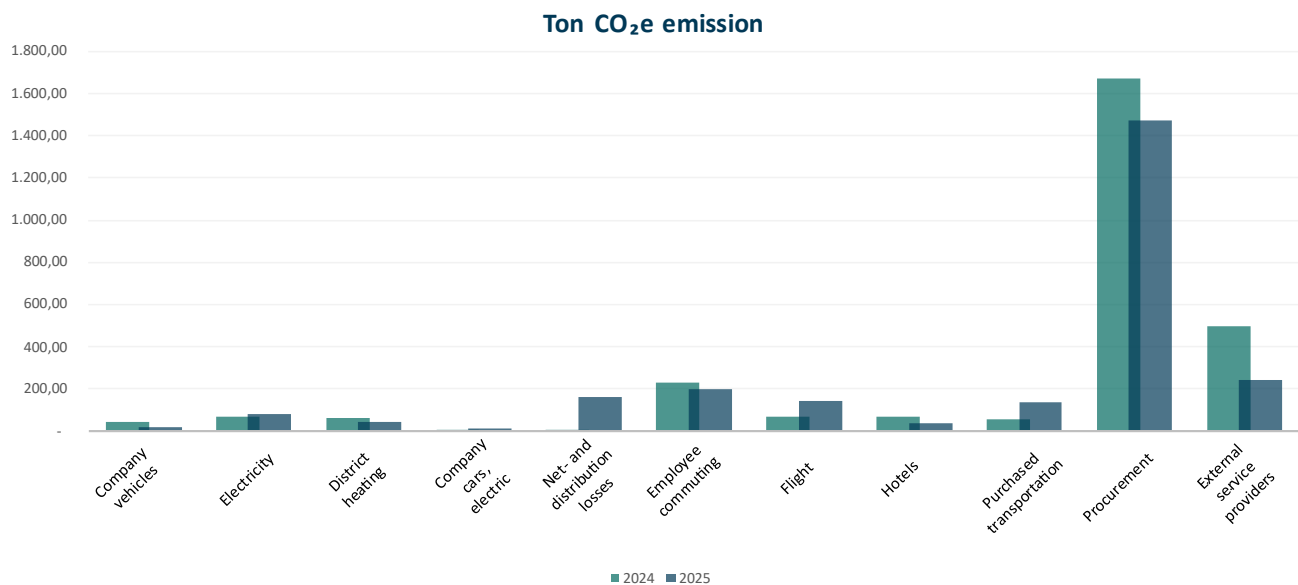


Figure3, CO₂e emissions in 2025 compared to the base year (2024)

*The methodology, data sources and scope are described in **Appendix 1**.*

*Detailed breakdowns by activity, as well as a comparison with the base year, are provided in **Appendix 2**.*

4.1 Sustainability in business conduct and operations

In 2025, the Artelia Group achieved [EcoVadis Gold certification](#), placing us among the top 1% in the architecture and engineering sector. This certification reflects our ongoing commitment to responsibility and sustainability in our business operations.

Throughout the year, we have launched several initiatives focused on reducing our environmental footprint and promoting more sustainable operations.

These efforts include, among other things, improved waste management, investment in renewable energy and the development of procurement and transportation policies designed to support the reduction of emissions in both our own operations and our value chain.

To reduce waste and support a more circular economy, we have strengthened our waste sorting practices and ensured that end-of-life IT equipment is recycled through partnerships with 3stepIT and CircleIT. In addition, we have changed our welcome gifts for new employees from a bouquet of

flowers to a thermos and a tree planted in partnership with EcoTree, which has led to a significant reduction in CO₂e emissions and contributed to increased biodiversity.

To promote green mobility, we conducted a commuting survey in 2025 to map employees' transportation habits. We also participated in the "We Bike to Work" campaign and, in October, supplemented this with an initiative in which Artelia donated 0.5 DKK per kilometer cycled to charity.

Every year, Artelia invests in guarantees of origin to ensure that our electricity consumption is generated from renewable sources—specifically solar and wind energy—in Denmark.

4.2 Reductions across the value chain

Artelia is actively working to develop processes that support the reduction of greenhouse gas emissions across the entire value chain. This work aligns with our commitments under the SBTi as well as the expected requirements of the upcoming CSRD reporting, to which the Artelia Group will be subject starting in the 2027 fiscal year.

We are focused on how we can influence actors in both the upstream and downstream value chains to reduce their emissions. As part of this effort, we have conducted an analysis of our upstream value chain and developed a procurement policy that will be implemented in 2026.

The procurement policy is designed to support these efforts by setting requirements for our suppliers based on the Artelia Group's [Responsible Purchasing Charter](#). It is also grounded in the OECD Guidelines for Responsible Business Conduct and [Artelia's Code of Ethics](#), and encompasses both climate and other sustainability considerations.

In line with this, we have increased our focus on strengthening our due diligence processes, including through enhanced dialogue with suppliers and business partners to support the implementation of the procurement policy.

5 Employees and social responsibility – diversity, well-being, and development

At Artelia Denmark, we actively work to promote diversity and inclusion by ensuring equal opportunities for everyone—regardless of gender, religion or background. We have a zero-tolerance policy toward harassment, abuse and threats, and we are committed to creating an inclusive workplace with a strong culture characterized by dialogue and community.

Employees	2025 targets	2025 performance
	Achieve a workplace accident rate of less than 3.25 and strive for zero serious accidents.	Achieved. Workplace accident rate: 1.8 in 2025.
	Aim for an average score of 8/10 on the "Engagement" and "Wellbeing" indicators in the annual employee survey.	Achieved. Artelia scored 9/10 in Engagement and 8.4/10 in Wellbeing.
	Achieve 25% female representation in leadership positions.	Achieved. Artelia had 30% female leaders in management positions.
	Ensure that 100% of our employees are familiar with the "Each & All" approach to diversity and inclusion every year.	Partially achieved. Artelia actively promotes diversity and inclusion through our policies and guidelines for good conduct. The implementation and communication of the Artelia Group's Each & All approach will continue as part of our ongoing work on diversity and inclusion.
	Enable 100% of our employees to participate in in-person or virtual training every year.	Achieved. Artelia Academy offers digital and in-person training to employees.
	Promote new professional opportunities for every employee at least every 3 to 5 years.	In progress. Artelia supports employees' career development through career maps, skill development and ongoing dialogue about development opportunities. We continue to work to ensure that all employees are regularly offered new professional development opportunities in line with our objectives.

We offer flexible working conditions that support a good work-life balance, while ensuring a healthy and safe work environment—both physically and mentally.

We continuously work to attract, develop, and retain talented employees through internal mobility, talent programs and skills development. This is achieved both through our internal academy and through external courses.

As part of our flexible work arrangements, all employees are offered the option to work from home.

5.1 Employee well-being

To track trends in employee well-being, we conduct an annual well-being survey, which forms the basis for our ongoing efforts to improve the work environment. In 2025, 84% of employees participated, providing a solid data foundation for follow-up and development.

The results of the survey are actively used by management and, in 2025, showed a positive trend in both well-being and engagement.

The employee survey shows particularly positive results in the following areas:

- **9.4/10** – Feeling a strong sense of camaraderie and helpfulness among colleagues
- **9.3/10** – Employees feel respected by their immediate supervisor
- **9.3/10** – High degree of autonomy in performing tasks
- **9.0/10** – Employees would recommend Artelia as a workplace

The results confirm a strong foundation characterized by collaboration, trust and autonomy, which we will continue to build upon in our efforts to promote well-being and development.

At the same time, employee turnover fell to 13.9% in 2025, down from 16.4% in 2024.

5.2 Career development at Artelia – Career Map and Artelia Academy

At Artelia Denmark, career development is a flexible and individualized process where employees can grow through both professional specialization and various project roles. Our Career Map supports this development by highlighting opportunities and making it clear that a career is not necessarily hierarchical but can also be achieved through increased professional depth and breadth.

The Career Map and Artelia Academy play a central role in the development and retention of employees. Through targeted skills development, learning programs, and internal career paths, we create the framework that allows employees to grow while contributing to Artelia's continued growth.

Artelia has also joined the EU's *Pact for Skills* initiative, through which we commit to promoting a culture of lifelong learning, strengthening partnerships, and continuously developing the skills needed for the future. The initiative also supports efforts toward equal opportunities, inclusion and gender equality.

5.3 Diversity and inclusion

At Artelia Denmark, we actively work to promote diversity and inclusion in the workplace. As of 2025, the gender breakdown is 33% women and 67% men, and we are making a concerted effort to improve the balance in a traditionally male-dominated industry.

We have signed on to the Confederation of Danish Industry's Diversity Pledge, through which we commit to actively working to increase diversity in senior management and to following a set of principles to promote gender diversity.

At the Group level, diversity and inclusion are embedded in the *"Each & All"* policy. At Artelia Denmark, our goal for 2025 was for 25% of management positions to be held by women. This goal has been achieved, as 30% of management positions are currently held by women. The average employee age was 42.6 years in 2025.

Artelia is also involved in initiatives that support inclusion and accessibility. Among other things, we participate in Dyslexia Awareness Week, and in 2024 we were nominated for the Dyslexia Award of the Year by the Danish Dyslexia Association.

5.4 Artelia Foundation

Through the Artelia Foundation, the Artelia Group supports nonprofit organizations working to promote social responsibility and climate protection globally. This support includes both financial contributions and employee engagement in selected projects.

You can read more about the Artelia Foundation and its key initiatives in 2025 [here](#).

6 Governance – responsible business conduct

Artelia Denmark operates based on a strong governance structure designed to ensure integrity, accountability and transparency in our business practices.

We have implemented several policies and procedures that support ethics, compliance and risk management. These include, among other things, our [Code of Ethics](#), whistleblower program and [Business Conduct Guide](#).

We actively work to prevent corruption and ensure responsible business conduct through clear guidelines and ongoing monitoring. In addition, we focus on data protection and information security, working systematically to protect both the company's and our customers' data.

Integrity and ethics	2025 targets	2025 performance
	Conduct a detailed assessment of ESG risks and opportunities for 100% of our material tenders, based on the EU Taxonomy and the UN Sustainable Development Goals (SDGs).	The Artelia Group has carried out an assessment of material ESG impacts, risks and opportunities (IROs), which serves as a basis for prioritising ESG initiatives. Artelia Denmark follows this work and uses it as a reference for the ongoing integration of ESG considerations into relevant tender and project processes.
	Provide annual ethics risk training to 100% of employees.	In 2025, Artelia employees completed ethics and compliance training through an e-learning course.
	Integrate ESG clauses into 100% of our procurement contracts and conduct annual targeted audits.	Work on this initiative is ongoing.
	Share at least one-third of the profit generated by operating activities.	Work on this initiative is ongoing.
	Promote employee share ownership with the objective that at least 50% of employees become shareholders.	The proportion of employee shareholders continues to increase. Work is ongoing to further develop an expanded employee share purchase programme.
	Encourage younger employees to become shareholders with the initial objective that at least 50% of shareholders are under the age of 45.	The proportion of employee shareholders continues to increase. Work is ongoing to further develop an expanded employee share purchase programme.

6.1 Ethics and compliance

Artelia is a signatory to the UN Global Compact and actively works to implement the 10 principles on human rights, labor rights, environmental protection and anti-corruption in all our activities. We also operate in accordance with the UN Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises and have implemented processes for responsible business conduct in line with these standards.

Our *Code of Ethics* covers areas such as human rights, working conditions, anti-corruption and data ethics, among others, and serves as a central framework for our daily work.

As part of our commitment to responsible business conduct, the Artelia Group has established the *Integrity Line* whistleblower program. The program allows employees and other stakeholders to report serious matters, including violations of laws, ethical guidelines or internal policies—confidentially and, if desired, anonymously. The whistleblower program helps strengthen transparency, integrity and accountability across the organization.

In 2025, all employees were invited to complete an e-learning course focused on ethics and compliance to enhance their knowledge of our guidelines and ensure a common understanding across the organization.

6.2 Risk management

The Artelia Group uses a *Business & Compliance Heat Map* to assess risks related to projects, clients and suppliers. The tool is based, among other things, on Transparency International's Corruption Perception Index and helps identify potential risk areas so we can make informed decisions.

All projects above a certain size undergo an assessment by Artelia's *Risk Evaluation Board*, where a holistic assessment of risks is conducted. ESG-related impacts, risks and opportunities are identified and assessed at the Group level through the Artelia Group's ESG processes, including materiality assessments (IROs) and other ESG tools. These processes form the basis for prioritizing and following up on the Group's material sustainability issues.

ESG-related risks and opportunities for the Artelia Group are described in more detail in [the Extra Financial Performance Report 2024](#).

6.3 Accountability at all levels of the organization

The Artelia Group's governance regarding CSR is described in *the Extra Financial Performance Report 2024*.

At the Group level, a CSR Committee is responsible for the overall CSR policy and reports directly to the Artelia Group Board of Directors. Under the CSR Committee is a dedicated CSR department, which is responsible for implementing the CSR strategy and related reporting.

CSR efforts are embedded in the organization through Artelia's business units. Artelia Denmark is part of the Nordics Business Unit along with the Norwegian company Dr.techn. Olav Olsen AS. Artelia Denmark's CSR policy for 2025 is based on the Artelia Group's overall commitments and objectives and adapts them to a local context.

6.4 IT Security, cybersecurity, and data ethics

Artelia places a strong emphasis on IT security, cybersecurity and data ethics. Our work is grounded in our data security manual and aims to ensure the protection of sensitive information and the responsible handling of data.

Our cybersecurity strategy is based on four principles: anticipating, preventing, detecting and responding to potential threats. We use technological solutions to protect our systems against cyber-attacks and are constantly working to strengthen our security preparedness.

To foster a strong data security culture, we regularly conduct awareness training, internal campaigns and employee education. By 2025, all employees will have received training in secure data handling and cybersecurity to ensure a shared understanding and the ability to respond to potential incidents.

Artelia complies with applicable data protection regulations, including the GDPR, and ensures that employees have access only to the data necessary for their work. We have established clear procedures for access control, backup and recovery, which ensure that data is protected and that business-critical information can be restored in the event of an incident.

In addition, Artelia collaborates with relevant authorities and follows national recommendations, including those from the Danish National Police's National Cyber Crime Center (NC3) and the Danish Defense Intelligence Service, to stay ahead of the threat landscape.

Overall, our approach to IT security supports both regulatory compliance and our ability to provide secure and reliable consulting services to clients and partners.

7 Conclusion and future ambitions

This report has presented and evaluated Artelia's efforts and results in 2025 based on our CSR policy. We are proud of our progress in the areas of climate and the environment, social issues and governance, and we stand on a solid foundation for our future work.

The Artelia Group has established an ambition and strategy leading up to 2030, in which sustainability plays a central role and where our work is anchored in Group's [CSR Policy 2030](#) with its associated commitments and targets.

As part of this work, we continue to focus on strengthening our approach to sustainability, including preparations for CSRD reporting, SBTi reporting, further development of due diligence processes and strengthening procurement and transportation policies. These initiatives are intended to ensure a more consistent and systematic approach across the Artelia Group and strengthen our ability to conduct business responsibly.

Artelia Denmark follows the Group's direction and is working purposefully to integrate sustainability into both our consulting services and business practices.

We view it as our responsibility to actively contribute to the green transition and to develop solutions that create value for our clients, society and the environment—and we will continue to work to strengthen our role as an ambitious and responsible consultant in the industry.

Appendix 1 - Methodology – CO₂ Calculation

Methodology: The climate report has been prepared in accordance with the internationally recognized GHG Protocol – Corporate Accounting and Reporting Standard (2019), which establishes the principles for calculating greenhouse gas emissions.

Base year: 2024 has been selected as the base year for our reduction targets. In 2025, reporting was expanded to include additional Scope 3 categories, providing a more accurate picture of our total climate footprint.

Since these categories were not included in the 2024 calculation, they are not included in comparison with the base year but are presented separately in Appendix 2.

Reporting period: January 1 – December 31, 2025.

Organisational scope: Artelia uses an operational control approach, whereby emissions from activities under the company's direct control are included in the climate report.

Emissions from procurement (*Scope 3*) are partially included and will be further expanded in future reports.

CO₂e (CO₂ equivalents) is used as a common unit to compare emissions from different greenhouse gases.

Methodological approach:

Emissions are calculated as the product of activity data and emission factors.

Activity data are reported in relevant units (e.g., km, kWh, MWh or DKK), while emission factors indicate the emissions per unit.

Emissions factors are primarily sourced from:

- Energinet
- The Danish Energy Agency
- Klimakompasset
- Transport operators and suppliers.

Specific data sources and factors are listed in **Appendix 2**.

	Categories	Reported in 2025	Method
Scope 1	Company vehicles	Yes	Activity data
Scope 2	Electricity and heating	Yes	Location-based
Scope 3	Purchasing	Partially	Spend + supplier
	Travel	Yes	Activity data
	Waste	Yes	Supplier data

Scope 1 – Direct emissions

Category: Combustion in vehicles

Scope 1 includes emissions from the combustion of fossil fuels in company vehicles.

In 2025, the vehicle fleet consisted of gasoline, diesel, and electric vehicles. Emissions from electric vehicles are included in Scope 2 via electricity consumption.

Data on kilometers driven were obtained through an automated logbook system.

Emissions are calculated based on:

- kilometers driven
- manufacturer-reported energy consumption
- emission factors.

An additional 20% has been added to account for the difference between laboratory measurements and real-world driving (e.g., idling and driving patterns).

Scope 2 – Indirect emissions from energy

Category: Purchased electricity and district heating

Artelia's offices are supplied with electricity and district heating from local energy companies.

- Electricity consumption is calculated using supplier data
- Heat consumption is based on meter data
- Electricity used to charge company vehicles is recorded separately.

Emissions are calculated based on **location-specific emission factors** from Energinet.

The 125% method is used to allocate emissions from combined heat and power (CHP) production between electricity and heat.

Emissions from district heating are based on declarations from utility companies. Transmission losses are addressed in Scope 3.

No market-based calculation has been prepared for Scope 2.

Scope 3 – Other indirect emissions

Scope 3 includes other indirect emissions related to the company's activities.

Category 1: Purchased goods and services

Emissions from the purchase of goods and services are partially included in the climate accounts and include, among other things:

- operation and maintenance of buildings
- cafeteria operations
- cleaning
- IT equipment and services
- consulting services
- office supplies.

Where possible, supplier-specific emissions data has been used, which improves data quality. For other purchases where specific emissions data is not available, emissions are estimated using a spend-based method, in which financial expenditure is multiplied by relevant emission factors. The spend-based method is associated with a higher degree of uncertainty, and Artelia is continuously working to improve the data foundation through increased supplier dialogue and access to more specific data.

Category 3: Fuel- and energy-related activities (not included in Scope 1 and 2)

Includes:

- Transmission and distribution losses from electricity consumption.

Calculated using emission factors from Energinet.

Category 5: Waste (Waste generated in operations)

Emissions from waste include the handling and treatment of waste generated during the company's operations.

Data on waste volumes are based on reports from waste management providers, where possible.

Emissions are calculated using emission factors depending on waste type and treatment method (e.g., recycling, incineration or landfilling).

Category 6: Business travel

Includes:

- Transportation in employees' personal vehicles
- Public transportation (train, bus, subway, light rail)
- Air travel
- Taxis and ferries
- Hotel stays.

Personal car:

Data is collected via a logbook system. Calculations follow the same method as Scope 1, including a 20% surcharge.

Public transportation:

Data is obtained from DSB with calculated CO₂e emissions.

Air travel and hotel stays:

Calculated using a spend-based method (kg CO₂/DKK) based on Klimakompasset. Emission factors for flights include the Radiative Forcing Index (RFI).

Data quality and assumptions

In preparing the climate accounts, it has been necessary in some cases to use estimates:

- Missing data for heating have been estimated based on 2024 data.

These assumptions have been applied to ensure a complete and consistent calculation. The uncertainty is assessed as moderate to high for the estimated items.

Data quality varies across categories, with supplier-specific data considered to be of high quality, while spend-based estimates have a higher degree of uncertainty.

Appendix 2 – CO₂-statement

			2024 (base year)		2025 (reported year)	
	Categori	Type of activity	Ton CO ₂ e	Ton CO ₂ e/FTE	Ton CO ₂ e	Ton CO ₂ e/FTE
Scope 1	Company vehicles	Gasoline	42,50	0,04	14,58	0,01
	Company vehicles	Diesel			6,20	0,00
Scope 2	Company vehicles	Electricity	1,90		14,36	0,01
	Electricity	Electricity – East	71,10	0,11	69,20	0,05
	Electricity	Electricity – West			12,44	0,01
	District heating	District heating – offices	62,90		41,06	0,03
Scope 3	Company vehicles	20% inefficient driving			41,87	0,03
	Net- og dist. Losses	WTT	4,70	0,00	47,58	0,03
	Net- og dist. Losses	Net losses			74,48	0,05
	Employee commuting	Driving – personal car, gasoline			106,87	0,08
	Employee commuting	Driving – personal car, diesel	228,80	0,19	81,40	0,06
	Employee commuting	Driving – personal car, electricity			7,90	0,01
	Flight	Travel by flight (Denmark)	67,80	0,06	54,46	0,04
	Flight	Travel by flight (outside Denmark)			85,65	0,06
	Hotel	Hotel stays	70,40	0,06	39,31	0,03
	Purchased transportation	Purchased transportation – ferry			102,19	0,07
	Purchased transportation	Purchased transportation – taxi	53,80	0,05	23,76	0,02
	Purchased transportation	Purchased transportation - public			10,79	0,01
	Procurement	Canteen	751,70	0,63	517,68	0,38
	Procurement	Drinking	447,90	0,38	193,26	0,14
	External service providers	Cleaning	302,20	0,25	125,25	0,09
	Procurement	IT – hardware	331,20	0,28	587,71	0,43
	External service providers	IT software			1.026,68	0,75
	Procurement	Supplies	99,10	0,08	78,43	0,06
	Procurement	Office supplies	18,80	0,02	50,65	0,04
	Procurement	Post			0,32	0,00
	Procurement	Clothing	20,70	0,02	41,28	0,03
	External service providers	Training	157,30	0,13	94,14	0,07
	External service providers	Restaurant	36,00	0,03	20,15	0,01
	Procurement	Water consumption	2,30	-	1,65	0,00
	Waste	Waste - incinerated			48,28	0,04
	Waste	Waste – recycled			25,39	0,02
	Waste	Waste - biogas			50,91	0,04
Total			2.771	2,33	2.545	1,86
Total (inclusive new categories)					3.696	2,71