

Fastned

CO₂ Management Plan: Fastned



CO₂-PRESTATIELADDER

Table of Contents

1. Introduction	3
1.1 Reading guide	3
2. Energy Management Plan	4
2.1 Quality Management Plan	4
2.2 Energy Management Plan	4
2.3 Policy and targets	4
2.4 Reduction measures	4
2.5 Action Plan	5
2.6 Steering Cycle	5
3. Securing Quality	7
3.1 Data quality & integrity	7
3.2 Internal Audit	7
3.3 External audit	7
3.4 Management review	7
4. Communication plan	9
4.1 Stakeholders	9
4.2 Communication plan	10
4.3 Fastned's monthly All Hands meetings	10
4.4 Additional information	11
5. Participation	12
5.1 Employee training	12
5.2 Budget	13
5.3 AEC 2023	13
5.4 EV Experience	14
5.5 INC 23	14
5.6 Roundtable sustainability	14
5.7 Structural discussion in chain	15
5.8 CharIN	15

1. Introduction

Climate change is one of the biggest challenges that we now face, and its consequences are devastating. One of the important root causes of this is driving cars with internal combustion engines that emit CO₂ into the atmosphere. Fastned wants to accelerate the transition to electric mobility and to give freedom to electric drivers. On our horizon, we see a Fastned network of 1,000 stations across Europe where we only sell renewable energy from sources like the sun and wind.

Fastned's dedication to powering electric vehicles helps meet the pressing need for more sustainable transportation infrastructure, and it also helps in lowering CO₂ emissions for any person or company that charges at a Fastned station. The company's mission and business operations fit well with the ideas behind the CO₂ Performance Ladder, which highlights the need for clear steps and ongoing efforts to reduce carbon emissions.

The CO₂ Performance Ladder is a guide that companies can use to check their carbon impact and make significant progress on their sustainability goals. This ladder has five levels, with each level showing a stronger commitment to reducing CO₂.

For the first time, Fastned seeks CO₂ Performance Ladder certification. And, instead of starting with the first level, we are aiming directly for Level 4 certification. This ambitious move underscores our commitment to understanding our CO₂ footprint and emissions, especially since we want to include scope 3 emissions in our calculations. We have learned that scope 3 is a crucial category for us.

This document presents Fastned's energy management program in Chapter 2, its management cycle in Chapter 3, and its communication strategy in Chapter 4. Chapter 5 covers our engagement in industry and sector-specific initiatives, with an appendix detailing these initiatives.

1.1 Reading guide

This document serves as evidence for CO₂ Performance Ladder requirements. In each chapter, some of the requirements are met. The table below provides a reading guide.

CHAPTERS IN THIS DOCUMENT		REQUIREMENT OF THE CO ₂ PERFORMANCE LADDER
Chapter 2	Energy management program	2.C.2, 3.B.2 and 4.A.2
Chapter 2, 3	Steering cycle	2.C.2
Chapter 4	Communication plan	2.C.3
Chapter 5	Participation in sector and branch initiatives	3.D.1 and 3.D.2

2. Energy Management Plan

This chapter outlines Fastned's Quality Management Plan (requirement 4.A.2) and Energy Management Plan (requirement 3.B.2).

2.1 Quality Management Plan

Fastned's Quality Management Plan focuses on ensuring and enhancing the accuracy of our CO₂ footprint. Our main goal is to continuously improve both the efficiency and effectiveness of our energy usage and CO₂ reduction efforts.

This plan also offers insights into the procedures we've set for measuring and reporting our CO₂ footprint. Through this plan, Fastned provides a comprehensive view of its energy performance and resulting CO₂ emissions. Utilizing this plan, Fastned strives to maintain data integrity and drive performance improvements.

2.2 Energy Management Plan

Our Energy Management Plan is guided by the NEN-EN-ISO 50001 standard. Integrating this energy management system ensures a detailed and reliable overview of Fastned's energy performance. Continuous assessment of our operations and any deviations is central to our management plans. This continuous monitoring ensures improvements are made consistently, in line with the Plan-Do-Check-Act cycle advocated by the NEN-EN-ISO 50001 standard.

Criteria from ISO 50001

Paragraph ISO 50001		PDCA	Link with criteria
§4.4.3	Energy Assessment	Plan	2.A.3
§4.4.6	Energy objectives, targets and action plans for energy management	Plan/Do	B/2.C.2
§4.6.1	Monitoring, measurement and analysis	Check	3.C.1/4.B.2/5.B.2/5.C.3
§4.6.4	Deviations, corrections, corrective and preventive measures	Act	Continuous improvement

2.3 Policy and targets

At Fastned, our primary goal is to consistently improve our energy management system. In practical terms, this entails increasing energy efficiency, reducing emissions, and constantly looking for better ways to increase the accuracy of our data.

2.4 Reduction measures

We are committed to constantly improving energy efficiency in both the construction and the daily operations of our charging stations. We aim to reduce our footprint through measures like using sustainable materials, optimizing design, sourcing efficient equipment, and employing energy-efficient construction methods. We refer to our reduction plan for further details.

2.5 Action plan

The following table outlines the methods, timing, and individuals responsible for gathering the data used in the CO2 footprint analysis.

EMISSION FLOW	DATA	SOURCE	RESPONSIBLE	WHEN
Offices (scope 1)	M3 gas usage	Building owners/land lords	Sustainability manager	Q2 (April) & Q4 (Oct)
Electricity (scope 2)	kWh real estate and electric cars	Building owners/land lords	Sustainability manager	Q2 (April) & Q4 (Oct)
District Heating (scope 2)	Gigajoule	Building owners/landlords, government authorities	Sustainability manager	Q2 (April) & Q4 (Oct)
Business Travel	KM	NS Business Cards, Declarations, Business travel management platform (Navan)	Sustainability manager	Q2 (April) & Q4 (Oct)
Air Travel	KM	Business travel management platform (Navan)	Sustainability manager	Q2 (April) & Q4 (Oct)
Capital Goods (scope 3)	LCA	LCA	Sustainability manager	Q2 (April) & Q4 (Oct)

2.6 Steering Cycle

Fastned's journey to cut down CO2 emissions is driven by a clear process that breaks down tasks and responsibilities step by step. This process, known as the "Plan-Do-Check-Act" cycle, ensures that we keep improving and making better decisions over time.

1. Plan: This is where we get everything in order. Our sustainability manager works with teams from each country and department to collect the right data. Every six months, the teams gather and provide their CO2 emission data. During this stage, we focus on:

- Gathering CO2 data
- Looking at factors contributing to these emissions
- Recognizing big changes in the company that might impact our CO2 footprint
- Setting reduction objectives in addition to measures to be taken—these have been endorsed by the Management Board.

2. Do: Once we have a plan, it's time to act on it. The sustainability manager ensures that the actions decided upon are carried out, keeping in mind Fastned's goals and the collected data.

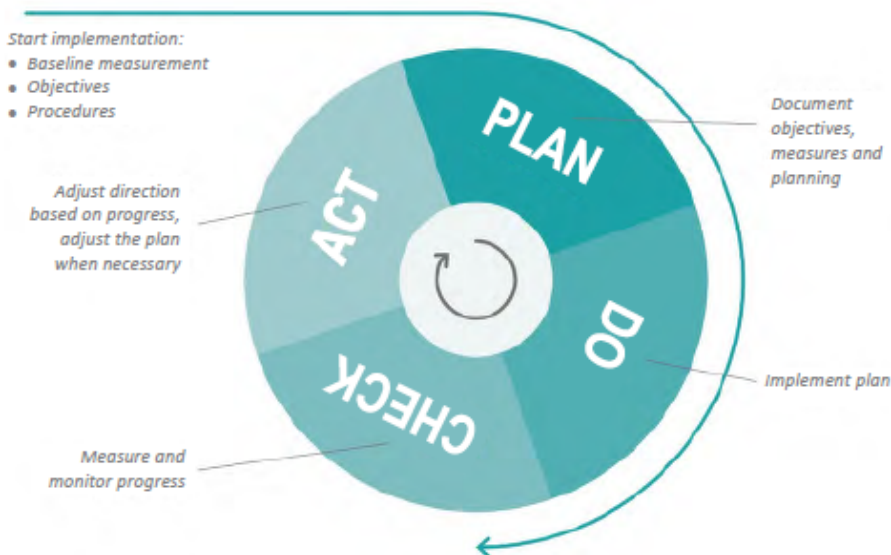
3. Check: Every half-year, we take a moment to see how we're doing. The sustainability manager prepares a report that goes over our CO₂ emissions from different areas, including scopes 1, 2 and business travel (3). This report is then shared with the Management Board and covers:

- A look at our energy use and CO₂ emissions
- How our current energy use compares to a previous set year
- Any unexpected changes in our energy use or CO₂ emissions.
- Updates on whether we're hitting our targets, what we expect to happen next, and any new suggestions for actions
- A review of actions we've already taken
- An overall look at our progress

4. Act: Once we've gone over the report, the Management Team discusses the findings. If needed, they decide on any changes to our current approach, ensuring we're always moving in the right direction.

Continuous Improvement: At Fastned, we believe there's always room for improvement. That's why our system, inspired by best practices in management, always pushes us to do better. We follow a six-month cycle, always aiming to better our approach to CO₂ and our overall management.

In simple terms, Fastned's strategy is a loop of planning, doing, checking and then adjusting. By repeating this cycle, we ensure we're on the right track to reducing our CO₂ emissions.



3. Securing quality

At Fastned, we believe in the continuous journey of improvement and sustainability. For this reason, it's crucial to ensure that our energy and quality management plans are upheld to the highest standards. To test the functioning of the management system once a year, an internal audit and management review is conducted.

3.1 Data quality and integrity

- Sustainability manager's role: Our sustainability manager is the gatekeeper for data quality. Regular checks, validations, and reviews are performed to ensure accuracy.
- Data quality checks: Routine checks are conducted on our data. If something doesn't look right, we dive deeper with further analysis. The checks are conducted together with Dutch Carbon Consultants.
- Estimations and assumptions: We aim to use as much primary data as possible. However, in some cases, primary data is not available at the time we need it and therefore we must use secondary data or make estimations and assumptions. This is mainly applicable to the H1 progress report.
- Feedback mechanisms: Continuous improvement is what we aim for. Feedback loops are in place so we can keep improving our data collection and handling processes.
- Documentation standards:
 - Documentation: Fastned's strategies and insights are located in our Energy Management Plan and Reduction Plan documents, updated annually to remain current.
 - Reporting: We share both plans on our website, offering a clear view to the public.
 - Archiving: Past reports and data are securely stored, ensuring we can reference historical data as needed and learn from our journey.

3.2 Internal audit

An internal audit determines whether the management system aligns with the certification scheme's requirements. It also verifies if the organization operates in accordance with the procedures outlined in the management system (such as objectives, procedures, communication, publication, planned measures). It also assesses the possibility of improving the system and execution. The internal audit will be conducted once a year, as mentioned above, by a consultant from the Dutch Carbon Consultants group.

3.3 External Audit

This year, 2023, will be Fastned's initial audit. An external auditor from DEKRA will evaluate whether Fastned meets the criteria for Level 4 on the CO₂ Performance Ladder.

3.4 Management Review

Annually, the Management Team conducts a review of the quality management system, assessing its alignment, suitability and effectiveness in the context of the CO₂ Performance Ladder. Based on the review's findings, a report is generated, serving as a

benchmark of quality. This review subsequently informs a yearly plan, detailing objectives and areas for enhancement in the upcoming year.

4. Communication Plan

This section outlines Fastned's communication plan. Communication includes, but is not limited to the following topics:

- Footprint data
- Reduction goals and measures
- Progress
- Energy policy

Below, we identify the internal and external stakeholder groups, responsibilities, and communication methods that are significant for Fastned.

4.1 Stakeholders

Internal Stakeholders

For effective CO₂ reduction, the broader Fastned team needs to be informed about and involved in CO₂-related policy decisions. We also encourage them to suggest ways to lower CO₂ emissions. By keeping them informed and engaged, we underline the importance of CO₂ reduction, urging meaningful contributions. Achieving our goals requires their active input and ideas.

External Stakeholders

These are parties interested in energy and significant CO₂ emission reductions, and potential collaborators on CO₂ reduction.

See below the communication plan for the identified stakeholders.

4.2 Communication plan

Stakeholder	Topic/Area	Channel/Method	Frequency	Owner/Responsible	Task/Goal	Status
Internal						
- Employees - Management Board	CO ₂ Footprint (scope 1, 2 and business travel)	Slack/All Hands	June 2024 (for 2023, to be prepared for H1 2024 report) and Oct/October 2024 (for H1 2024)	Sustainability manager	- Educate employees on the company's sustainability efforts. - Increase employee participation in CO ₂ reduction activities.	Planned
	CO ₂ Footprint (scope 3)	Slack/All Hands	June 2024 (for 2023, to be prepared for H1 2024 report) and Oct/October 2024 (for H1 2024)	Sustainability manager		Planned
	Reduction measures and objectives and progress	Slack/All Hands	June 2024 (for 2023, to be prepared for H1 2024 report) and Oct/October 2024 (for H1 2024)	Sustainability manager		Planned
	Possibilities for bringing up suggestions	Slack/All Hands/Email/in-person	Throughout year	Sustainability manager		Planned
Management Board	Validate and coordinate CO ₂ policy	- Management Review - Meetings	On an annual basis, in October	Sustainability manager	Inform/review and coordinate objectives and measures.	Planned
External						
-Customers -Suppliers/vendors -Local and national Governments -Landlords -MSPs -Institutional investors -Retail investors	CO ₂ Footprint (scope 1, 2 and business travel)	Website	FY report shared in August (for 2023) and H1 2024 prepared in October (2024) to be shared by year-end (2024)	Sustainability manager and Communication Manager	Raising external awareness about our CO ₂ footprint and motivating chain partners and other stakeholders to join our vision.	Planned
	CO ₂ Footprint (scope 3)	Website	FY report shared in August (for 2023) and H1 2024 prepared in October (2024) to be shared by year-end (2024)	Sustainability manager and Communication Manager		Planned
	Reduction measures, objectives and progress	Website	FY report shared in August (for 2023) and H1 2024 prepared in October (2024) to be shared by year-end (2024)	Sustainability manager and Communication Manager		Planned

4.3 Fastned's monthly All Hands meetings

The All Hands is a regular monthly meeting where all Fastned employees, across all offices, meet digitally or in person. During the All Hands we:

- Celebrate milestones
- Share results and news
- Get to know different teams
- Learn about our new joiners and open positions
- Give everyone a chance to ask questions

There are always opportunities for employees to present about different projects or topics that they are working on. These can be arranged in advance through Fastned's Communications team, as needed.

4.4 Additional information

Fastned's website offers a comprehensive page on its CO₂ reduction initiatives, detailing the company's policies and achievements. Key updates are posted semi-annually for transparency. For an in-depth look into Fastned's CO₂ performance, visit <https://fastnedcharging.com/hq/nl/>.

Furthermore, the Fastned website consistently provides the latest downloadable PDFs of documents like our footprint and CO₂ reduction plan.

[SKAO's platform](#) also hosts related documents, such as a measures list and a chain analysis.

For internal discussions, Fastned uses [Slack](#), a digital communication platform designed for teams and workplaces. It facilitates real-time messaging, file sharing and collaboration within organized channels, streamlining both individual and group communication.

5. Participation

Our organization actively engages with CO₂ reduction initiatives in the sector that are aligned with our projects. This can happen via both passive and active participation—for example, attending industry- or CO₂ reduction-related events as an audience member (passive), or speaking at said event (active).

5.1 Fastned's employee training policy (a summary)

At Fastned, employees are encouraged to participate in CO₂ reduction-related events, and the company's internal employee training policy and budget enables them to do so.

Policy brief & purpose

Our training policy refers to the company's learning and development programs and activities.

In the modern competitive environment, we recognize that employees need to replenish their knowledge and acquire new skills to do their jobs better. We want them to feel confident about improving efficiency and productivity, as well as finding new ways towards personal development and success.

Scope

This policy applies to all permanent, full-time or part-time, employees. Employees with temporary/short-term contracts might attend trainings at their manager's discretion. This policy doesn't cover supplementary employees like contractors or consultants.

Policy elements

Employees, managers and People Ops should all collaborate to build a continuous professional development (CPD) culture. It's an employee's responsibility to seek new learning opportunities. It is a manager's responsibility to coach their team and identify employee development needs. And it is People Op's responsibility to facilitate any staff development activities and processes.

What do we mean by training and development?

In general, we approve and encourage the following employee trainings:

- Formal training sessions (individual or corporate)
- Employee coaching and mentoring
- Participation in conferences
- On-the-job training

As part of our learning and development provisions, we can also arrange for subscriptions or educational material, so employees will have access to news, articles and other material that can help them become better at their job. There are two conditions for this:

- Subscription/Material should be job-related
- All relevant fees should come within the individual training budget

This list doesn't include software licenses or other tools that are absolutely necessary for employees' jobs.

General guidelines:

- All eligible employees are covered by this policy without discriminating against rank or protected characteristics.
- Managers should evaluate the success of training efforts. They should keep records for reference and better improvement opportunities.
- All employee development efforts should respect cost and time limitations, as well as individual and business needs.
- Employees should try to make the most out of their training by studying and finding ways to apply knowledge to their work.
- Employees are encouraged to use up their allocated training budget and time.

Budget

Each employee has an individual budget of €3000 (2600 GBP) per year to put towards training of their choice, this includes accommodation and travel costs related to the training. Training requests must be approved by your manager and the People Ops before being booked.

(Note for auditor: A full version of this policy can be found in supporting documentation files.)

5.2 Budget for continuous participation

Fastned participates in multiple industry groups to further our mission of enabling the transition to sustainable mobility. Below you can find a list of our industry group memberships and annual contributions for membership dues/fees.

- The Dutch Sustainable Energy Association (NVDE) (7000 EUR)
- BDEW (700 EUR)
- ChargeUp Europe (30,000 EUR)
- AVERE (1700 EUR)
- EV Belgium (6000 EUR)
- Dutch Organization for Electric Transport (DOET) (4999 EUR)
- ChargeUK (7500 GBP)
- CharIN (5000 EUR)

5.3 [AEC 2023](#) (active and passive participation)

The EU is gearing up to reduce the use of combustion engine vehicles and boost electric vehicles (EVs) on European roads in the coming decade. We actively participated in the AEC 2023 conference 26–27 September, championed by AVERE, which celebrated this move towards cleaner transportation. The event focused on how industries can adapt to this transition, and organizers/speakers outlined five key areas critical for a seamless shift to EVs. Stakeholders ranging from policy and business decision-makers to EV drivers shared



insights. Moreover, we had valuable networking opportunities, connecting with industry experts, policymakers, and researchers.

A member of Fastned's Public Affairs team attended as an audience member to listen to speakers and network with likeminded stakeholders. Nancy Kabalt, a Fastned Supervisory Board member, also addressed the AEC 2023 audience as a speaker (an example of active participation). She spoke on a panel about ...

- EV policy developments in Europe
- Perceived fatigue among policy makers and how to counter that
- Consumer perspectives
- How demands and needs differ between countries
- How these different demands and needs require a tailored national approach

5.4 EV Experience (active participation)

The annual [EV Experience](#) event took place at the Zandvoort Formula 1 Circuit from 21–23 September. As a leader in EV charging, Fastned hosted an event for EV fleet managers to get to know the organization better, learn more about EV charging and highlight the sustainability benefits that Fastned has to offer. The event was organized to encourage fleet managers to walk through a lounge and engage with several subject matter experts from Fastned. Sourcing and selling renewable energy from solar and wind sources was a topic highlighted at the event. Fastned's sustainability manager was present and explained to participants that if they charge with Fastned, their mobile combustion (scope 1) emissions would be 0, thanks to our guarantees of origin covering all energy sold. Attendance was strong, with 15–20 EV Dutch fleet managers in the audience. (Event budget: ~2000 EUR)

5.5 ICNC 23 (passive participation)

[ICNC 23](#), hosted in Berlin, is an eMobility event that brings together all segments of the eMobility industry to discuss the most pressing topics of the coming years. A member of Fastned's Public Affairs team attended as an audience member. We learned from the discussions and used the insights to guide our work in the EV sector.

5.6 Simply Sustainable's “Sustainability leaders’ roundable” event (active participation)

Simply Sustainable, a boutique consulting firm based in London and Amsterdam, [hosted a roundtable event for sustainability professionals based in the Amsterdam area](#) to discuss setting CO₂ emissions reduction targets and achieving “net zero.” Fastned's sustainability manager attended the event, taking place on 19 September at ARTIS, which focused on planning and delivering the transition to net-zero emissions.

During the roundtable discussion, attendees explored how companies can plan and execute the transition to their net-zero targets. This included ...

- Identifying gaps between today's footprint and planned initiatives and short-term and long-term targets
- The role modelling can play in assessing the impact of carbon reduction initiatives on an organization's decarbonization pathway

- How to go from scenarios to a concrete and pragmatic transition plan

5.6 Structural discussions with suppliers, vendors and sub-contractors (active participation)

Fastned employees engage with suppliers, vendors and sub-contractors regularly to discuss choosing more sustainable materials or more sustainable (and less carbon-intensive) ways of working. This can include ordering Fastned merchandise from local suppliers or the use of electric machinery at construction sites, for example. These discussions are held by multiple teams across Fastned on a regular basis, as sustainability is one of the core values that guides Fastned and its business decisions. Fastned also requests suppliers to provide information about their own ESG activities, strategy, etc. in risk assessments that we conduct when we evaluate a new potential supplier. (A screenshot of a conversation with the Construction team discussing latest information has been included in the corresponding documentation folder 1.D.1.)

5.7 CharIN sustainability sub-group (active participation)

Fastned is a member of [CharIN](#), the leading global association with over 320 members dedicated to promoting standards in the field of charging systems for charging EVs of all types in as many parts of the world. As part of its membership, Fastned employees participate in a variety of CharIN sub-groups. Fastned's sustainability manager is part of the organization's sustainability sub-group, which meets 3–4 times a year to discuss sustainability-focused topics that are related to the industry. Earlier this year, a discussion was held about trying to steer on CO₂ emissions (reduction) related to charging equipment via establishing sustainability standards for charging stations and CharIN members, as well as requesting LCAs of items like high-speed chargers. (A detailed copy of meeting minutes has been included in the corresponding documentation folder 1.D.1.)