



Fastned

CO₂ Management Plan 2024



CO₂-PRESTATIELADDER

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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.

In 2024, Fastned seeks CO₂ Performance Ladder re-certification for Level 4. This re-certification underscores our commitment to understanding our CO₂ footprint and emissions, especially since we want to include scope 3 emissions in our calculations. We know 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.



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EMISSION FLOW	DATA	SOURCE	RESPONSIBLE	WHEN
Offices (scope 1)	M3 gas usage	Building owners/landlords	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)
Electricity (scope 2)	kWh real estate and electric cars	Building owners/landlords	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)
District Heating (scope 2)	Gigajoule	Building owners/landlords, government authorities	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)
Business Travel	KM	NS Business Cards, Declarations, Business travel management platform (Navan)	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)
Air Travel	KM	Business travel management platform (Navan)	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)
Capital Goods (scope 3)	LCA	LCA	Sustainability Manager	Q2 (April) & Q3 (Aug/Sept)

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



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- 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.





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3. Securing quality

A quality management plan is important to ensure that emissions are reported as accurately as possible while promoting continuous improvement in the data used for developing the emissions inventory. The GHG Protocol Scope 3 Standard (Appendix C, checklist C1) offers a useful checklist outlining the necessary elements for such a plan, which can also be applied to scope 1 and 2 emissions.

3.1 Data quality, integrity and continuous improvement

For Fastned, this process has been implemented as follows:

1. GHG accounting team established

A sustainability team is in place to oversee the accuracy and consistency of GHG emissions reporting, ensuring compliance with best practices. The Sustainability Manager is in charge of this team.

2. Data quality management plan created

A comprehensive plan has been developed to guide data collection, validation, and verification, ensuring high data quality throughout.

3. General data quality checks conducted

Routine checks have been performed to ensure the data is complete, consistent, and accurate in line with the management plan.

4. Detailed data quality audits completed

More specific checks were carried out, auditing key data sets and resolving any discrepancies to maintain data integrity.

5. Final emissions inventory reviewed

The completed emissions inventory has been thoroughly reviewed to meet both internal and regulatory standards.

6. Feedback mechanisms introduced

Systems are in place to regularly review and improve data collection and reporting processes through internal and external feedback. Examples are yearly internal audit meeting, validation of data with external experts, yearly external audit review and management meetings.

7. Reporting and archiving procedures finalised

Clear protocols for reporting, documentation and data archiving have been established to ensure future audits and reviews can be handled efficiently.

This framework ensures that Fastned's emissions reporting is both accurate and geared towards continuous improvement, aligned with the GHG Protocol guidelines.

3.2 Internal audit

An internal audit determines whether the management system aligns with the certification scheme's requirements. It also verifies whether 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 Fastned's senior operational auditor, who joined the organization in Summer 2024.



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3.3 External Audit

This year, 2024, will be Fastned's second audit. An external auditor from DEKRA will evaluate whether Fastned meets the criteria to maintain its Level 4 CO₂ Performance Ladder certification.

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.



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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/Chicken and Egg Academy	June 2024 (for 2023, to be prepared for H1 2024 report) and August 2024 (C&E Academy)	Emily Eckhous	- Educate employees on the company's sustainability efforts. - Increase employee participation in CO ₂ reduction activities.	Planned
	CO ₂ Footprint (scope 3)	Slack/Chicken and Egg Academy	June 2024 (for 2023, to be prepared for H1 2024 report) and August 2024 (C&E Academy)	Emily Eckhous		Planned
	Reduction objectives, measures and progress	Slack/Chicken and Egg Academy	June 2024 (for 2023, to be prepared for H1 2024 report) and August 2024 (C&E Academy)	Emily Eckhous		Planned
	Possibilities for bringing up suggestions	Slack/All Hands/Email/in-person	Throughout year	Emily Eckhous		Planned

	Validate and coordinate CO ₂ policy	- Management Review - Meetings	On an annual basis, in October	Emily Eckhous	Inform/review and coordinate objectives and measures.	Planned
External						
- Customers (B2C and B2B) - Suppliers /vendors - Local and national governments - Landlords - MSPs - Institutional investors - Retail investors - NGOs - OEMs	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)	Emily Eckhous 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)	Emily Eckhous and Communication Manager		Planned
	Reduction objectives, measures and progress	Website	FY report shared in August (for 2023) and H1 2024 prepared in October (2024) to be shared by year-end (2024)	Emily Eckhous and Communication Manager		Planned

4.3 Structural communication

Fastned's communication plan is designed to ensure clear and consistent messaging around its sustainability efforts, both internally and externally.

Internally, employees are kept informed through channels such as Slack and internal meetings and training sessions, with updates throughout the year on the company's CO₂ footprint and ongoing reduction measures related to Scope 1, 2, and business travel emissions. These updates also encourage employee engagement in suggesting and contributing to new sustainability initiatives.

Externally, Fastned shares its CO₂ reduction efforts with stakeholders via website updates and the interim & annual reports that are communicated via LinkedIn as well. This ensures transparency in the company's sustainability journey and involves external partners, customers, and suppliers in achieving the outlined objectives.

4.3.1 (External) Structural communications

- Annual reports
- Interim reports
- Website updates (quarterly)

We also reiterate our commitment to the energy transition and Fastned's mission through [our job vacancies](#). Many job listings also include "Passion for contributing to a greener future," or "Enthusiasm for Fastned's mission" as a requirement. This illustrates that sustainability is inherently one of Fastned's core values.



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4.3.2 (Internal) Fastned Chicken & Egg Academy

New for Fastned, taking place in Summer 2024, the Chicken & Egg Academy is Fastned's answer to making sure everyone on our team feels like an EV expert and knows what's up in our industry. The goal is to help colleagues dive deeper into the world of electric vehicles and all things charging. Think of it as a must-know summer camp explaining the "Whats" of what we do and what's around us, leading up to our company-wide outing, when we talk about the "Hows". For the months of July and August, Fastned's in-house experts hosted two masterclasses a week. There were 12 classes in total, and each lasted one hour. Fastned's sustainability manager hosted a masterclass on Tuesday, 6 August titled "Carbon Conundrum: Decoding Environmental Impact." During this session, she taught employees about the significance of EU legislation that paved the path for carbon accounting, what carbon accounting is (including the GHG protocol) and explained how Fastned calculates its own carbon footprint. The "students" were assigned homework to reflect on their own CO2 footprints, which they calculated using an [online ecological footprint calculator](#). More than 50 employees attended this session.

Because of the success of The Chicken & Egg Academy, Fastned's Communications and People teams intend to host it again next year.


4.4 Ad hoc communication


4.4.1 (external) Fastned achieves CO2 Performance Ladder certification - LinkedIn (external)


On 5 March, the Fastned LinkedIn account shared [the following post](#):


Climbing the sustainable ladder 

We have just received our Level 4 certification from the CO₂ Performance Ladder! 

Last year, we kicked off this project and used the Performance Ladder to determine where we could best reduce our carbon footprint and combat climate change not just at our stations, but within Fastned as a whole 

We looked at our building, transport, and production-related activities and set clear targets to reduce our CO₂ emissions and hit these marks in 2025 and 2030 

We are now the first fast charging company to receive this certification and the 1500th organisation to receive the certificate 

Big thank you to Dutch Carbon Consultants, SKAO, DEKRA, and everyone on Team Fastned who made this achievement possible! This isn't the end of our sustainable journey, but it's a great pit stop 

Want to learn more about our certification? Check out our official press release 

[\(Link to press release\)](#)

4.4.2 (internal) Fastned achieves CO2 Performance Ladder certification - Slack (internal)

The Sustainability Manager made [the following Slack post in the #General group](#) on 5 March:

Hot off the press! We are the 1500th company to receive the CO2 Performance Ladder certification, which is an instrument that helps organizations reduce their CO2 emissions. This certification can also



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give us a competitive edge when it comes to tenders in the Netherlands and Belgium, and it's gaining popularity across the rest of Europe. :flag-eu:

Although we already help customers reduce their CO2 footprints by charging with only renewable energy, the CO2 Performance Ladder pushed us to look within our own organization to see what additional impact we could make. So, we calculated our CO2 footprint and identified where we could reduce it, and then developed concrete objectives and measures to reduce our CO2 emissions. Now, we will work on meeting those objectives. [\(Link to press release\)](#)

4.4.3 (internal) Seeking employee commuting data - Slack

On 18 April, the Sustainability Manager made the [following post on the Amsterdam office's Slack channel](#):

Hoi allemaal! As you may know, Fastned reports on its CO2 emissions on an annual basis. Employee commuting makes up part of our carbon footprint. Therefore, we kindly ask that you please share information about your commute to/from the office. :bike: :metro: :monorail: :car: :point_right::skin-tone-2: Could you please take this brief survey [link provided] to share your commuting data with us no later than Wednesday, 1 May? It should take a total of 5 minutes to complete. It would be great if we could get a 100% response rate! :point_left::skin-tone-2: Please note, this data is only used for CO2 footprint reporting. No personal data is asked from you (it's anonymous), and it will not be shared with other teams. Questions? Contact me or my teammate [name redacted]. Thanks!

4.4.4 (external) Watt's that word campaign - Instagram

[One episode](#) of a video series on Fastned's Instagram account based on demystifying the EV sector and all the jargon and new vocabulary that comes with it. Shared in April, Fastned's sustainability manager was featured in an episode about CO2 emissions and how Fastned is working to avoid them for our customers, as well as for its own footprint.

4.4.5 (external) "Another check-in on our climb to sustainability" LinkedIn post

On 8 October, the Fastned LinkedIn account shared [the following post](#):

Another check-in on our climb to sustainability 🏗️

Earlier this year, we were successfully level 4 certified as part of the [CO₂ Performance Ladder](#)! In that time, we took a deep dive to identify ways we can reduce our carbon footprint at our offices, in our travel, and at our stations:

🛠️ Our construction team uses - you guessed - a fleet of electric vans to service our stations. We took it a step further and even got an electric scissor lift that we use for station renovations! The more stations we build, the more we look for construction tools that we can electrify to make every step of the station creation process as sustainable as possible

🚆 Trains over planes: As we expand across Europe, we prioritise taking trains and carpooling as much as possible. We have a fleet of electric pool cars that team members use to visit other countries and offices, and when it's time to hop on a train or we need to fly to a location, we use a travel management tool to help us keep track of our business travel data

💡 As we speak, we are moving our office electricity use to renewable sources as much as possible. If there is a situation where we can't do this, we double down and buy guarantees of origin to ensure that this energy is still renewable!



Sustainability and reducing our CO₂ footprint are a shared responsibility. It's time to re-certify both our CO₂ Performance Ladder status, and our commitment to combating climate change in every element at Fastned 🍌

Happy Charging 🚗🔌

4.4.6 (external) Fastned becomes B Corp certified

Fastned, one of Europe's top 3 fast-charging companies, announced today that it has been B Corp certified by the non-profit organisation B Lab. Becoming certified requires a holistic review of a business's social and environmental performance, accountability, and transparency. ... Fastned achieved high marks in the Environment impact area, given its mission to accelerate the transition from fossil fuels. The company was also positively evaluated in the areas of mission-lock (from the very start, Fastned has chosen to pursue important social and ethical goals alongside its commitment to profit) and employee engagement.

Link to full press release [here](#).

4.5 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 the Environmental Impact page on Fastned's website:

<https://www.fastnedcharging.com/en/about/sustainability-and-community/environmental-impact>

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.



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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 licences 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. These decisions are made by the Management Board, undersigned or executed by a director.

- The Dutch Sustainable Energy Association (NVDE) (7000 EUR)
- BDEW (1700 EUR)
- ChargeUp Europe (35,000 EUR)
- AVERE (10,000 EUR)
- EV Belgium (6000 EUR)
- Dutch Organization for Electric Transport (DOET) (4999 EUR)
- ChargeUK (23,000 GBP)
- CharIN (5000 EUR)
- Inspire e.V. (300 USD)
- Motus-E (10,000 EUR)
- AEDIVE (1800 EUR)

5.3 ICNC 24 (passive participation)

[ICNC 24](#), 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 Commercial team attended as an audience member. We learned from the discussions and used the insights to guide our work in the EV sector.

5.4 Structural discussions with suppliers, vendors and subcontractors (active participation)

Fastned employees engage with suppliers, vendors and subcontractors 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. (Documentation of these discussions has been included in the documentation for our audit.)

5.5 Rabobank Sustainable Capital Markets Summit 2024 (passive participation)

On 27 March, Fastned’s sustainability manager attended the [Rabobank Sustainable Capital Markets Summit](#). Taking place at Beeld and Geluid in The Hague, The Netherlands, the event theme was ‘Beyond Climate’. Attendees learned how we can use the tools of sustainable finance to tackle environmental challenges. The program included plenary sessions with Diane Boogaard, Head W&R Sustainability & Global Food System Transition at Rabobank, and Diederik Samsom, former leader of the Dutch Labour Party (PvdA), and a variety of workshops:

- Workshop 'Biodiversity & Water: How to set targets?'
- Workshop 'Enablers for Nature-based Solutions (NbS)'
- Workshop 'Going beyond carbon an "Earth System Impact" metric to capture investment impact'
- Workshop 'Deforestation'

5.6 Amsterdam Sustainability Network Meetup #21 (active participation)

On 10 January, Fastned’s sustainability manager hosted the Amsterdam Sustainability Network’s first meetup in 2024. A group of 16 other Randstad-based sustainability managers attended the event, held at the Fastned office. Fastned’s sustainability manager presented about sustainability strategy and actions taking place at the organization. This included a high-level roadmap to CSRD compliance and her experience with the CO2 Performance Ladder certification process.



5.7 Congres Ladinfra 24 (passive participation)

There are a lot of developments currently going on in the charging industry. These developments, innovations and policy changes are being shared and discussed during the congress charging infrastructure '24. During the event on 28 May, Fastned was (passively) present with two colleagues. While attending the congress, both colleagues from our Network Development department and the



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Public Affairs department engaged in discussions with policy makers, other CPO's, grid operators, and suppliers of hard- and software.

5.8 Annual congress Nationale Agenda Laadinfrastructuur (passive participation)

The Nationale Agenda Laadinfrastructuur (NAL) is the gathering of governments, consultancy firms, market parties, and advocacy groups connected to EV-charging in the Netherlands. The NAL was created as part of the national climate agreement in 2019 and forms the basis of the Dutch roll out of charging infrastructure, both fast and slow charging. During the annual event, several topics were discussed. Ranging from net congestion, price transparency, charging policies for municipalities, the necessity of truck charging to the impact of charging infrastructure on the public domain. One Public Affairs manager participated in the congress and engaged in open mic Q&A's and in discussions on price transparency. Other than that, the participation was passive.

5.9 UvA student Days with BDO Amstelveen (active participation)

On 11 and 12 March, Fastned's sustainability manager participated in Amstelveen-based accounting firm BDO's "student days" partnership with the UvA. During these sessions, she presented to two different groups of students (one each day) about Fastned, its business model and sustainability at Fastned. This included a segment about the CO2 Performance Ladder and the value chain analysis the company did as part of its bid for certification. Students then worked on a related case study for the rest of each session.

5.10 CIEE: Business & Sustainability presentation (active participation)

On 8 April, Fastned's sustainability manager participated as a guest speaker at a CIEE Business & Sustainability class taking place at the UvA. She presented to a group of ~15 students about a "day in the life" of a sustainability manager. She included information about calculating Fastned's CO2 footprint, setting CO2 emissions reduction objectives, and achieving CO2 Performance Ladder certification.

5.11 ChargeUp Europe sub-group and other industry group participation (active participation)

In August 2024, our Senior Product Manager was appointed by the European Commission as the representative of Charge Up Europe in the EU's STF Subgroup on "Public Key Infrastructure Eco-system management." This is the working group through which the European Commission engages with the industry stakeholders on issues regarding the future design of the Public Key Infrastructure. In this role, he will be representing not only Fastned, but all of Charge Up Europe. Announcement made on Slack [here](#).

This same colleague is also active in additional industry groups:

- Open Charge Alliance, which is focused on the standardization of digital communication between a charger and a charger network management system. We meet biweekly on technical matters, and once or twice a year for more foundational face-to-face meetings
- EV Roaming Foundation, which is focused on the standardization of digital communication between CPOs, MSPs, Roaming Hubs and NAPs. The data shared is mostly aimed to facilitate roaming of MSP customers across CPOs. The same meetings cadence, biweekly technical calls and 1-2 times per year, face-to-face.

