European Environment Agency

European Environment Agency Environmental statement 2024

EEA Corporate Report

European Environment Agency
Kongens Nytorv 6
1050 Copenhagen K
Denmark

Tel.: +45 33 36 71 00
Web: eea.europa.eu
Enquiries: eea.europa.eu/enquiries

Legal notice
The contents of this publication do not necessarily reflect the official opinions of the European Commission or other institutions of the European Union. Neither the European Environment Agency nor any person or company acting on behalf of the Agency is responsible for the use that may be made of the information contained in this report.

Brexit notice
EEA products, websites and services may refer to research carried out prior to the UK's withdrawal from the EU. Research and data relating to the UK will generally be explained by using terminology such as: 'EU-27 and the UK' or 'EEA-32 and the UK'. Exceptions to this approach will be clarified in the context of their use.

Publication notice
To protect the environment, the European Environment Agency supports only digital publication. We do not print our publications.

Copyright notice
© European Environment Agency, 2025
This publication is published under a Creative Commons Attribution 4.0 International (CC BY 4.0) licence (https://creativecommons.org/licenses/by/4.0). This means that it may be re-used without prior permission, free of charge, for commercial or non-commercial purposes, provided that the EEA is acknowledged as the original source of the material and that the original meaning or message of the content is not distorted. For any use or reproduction of elements that are not owned by the European Environment Agency, permission may need to be sought directly from the respective rightsholders.

More information on the European Union is available on https://european-union.europa.eu/index_en.

Luxembourg: Publications Office of the European Union, 2025

ISBN 978-92-9480-747-2
ISSN 1977-8449
doi: 10.2800/3308603

Cover design: © EEA
Cover photo: © Victor Goleminov, Environment&Me 2025/EEA
Layout: EEA

This environmental statement provides information to the general public and other interested parties on the environmental performance and activities of the European Environment Agency (EEA). It is published on the EEA's website. The EEA was first validated under the EMAS scheme in 2005 ([1]). This latest edition of the EEA's environmental statement contains updated data for the year 2024.

EMAS
VERIFIED
ENVIRONMENTAL
MANAGEMENT
REG.NO.DK-000244

([1]) Bureau Veritas Sweden is the verifier of the EEA's annual environmental statement and is registered under SWEDAC no: 1236.

Contents

Key messages

- The EEA achieved all its environmental targets for 2024, except in the area of water consumption.
- The EEA's environmental performance in 2024 showed no significant changes compared to 2023. The rebound effect when compared to the years still influenced by the Covid-19 pandemic can no longer be seen. The statistics for between 2022 and 2024 are rather stable, with some fluctuations related to renovation of the premises at Kongens Nytorv 6.
- The EEA's electricity is 100% renewable and mainly powered by wind energy. 2024 showed a 7.8% reduction in energy consumption (electricity and heating). Over the last 4 years, a decrease in staff-related electricity consumption (total and per full-time equivalent) was observed. The systematic use of energy efficient docking stations, as well as the teleworking practices of staff and the deployment of newly refurbished areas of the building may have contributed to this. Changes in energy consumption linked to heating could be associated with the renovation of two floors in Kongens Nytorv 6 and a mild winter. Despite not being accounted for directly in the EEA's energy consumption, an increase was seen in the electricity consumption (+12%) of the EEA's IT server infrastructure, which has been co-located in an external, energy efficient data centre since 2022.
- Paper consumption continued to decrease, with the ongoing digitalisation of administrative workflows and the continued fall in printed materials. The application of the zero-print policy for EEA publications continued, with no discernible negative impact on outreach and the visibility of EEA products.
- Water consumption in 2024 decreased from a peak in 2023. The increase in 2023 can be linked to the start of new canteen services which process higher amounts of fresh vegetables, requiring more water and staff movements from Kongens Nytorv 8 to 6.
- Regarding waste, trends in waste generated and the rate of waste collected as recyclables improved significantly. The EEA's separate collection performance increased over time with the introduction of more waste materials collected separately. Following Danish national requirements, the EEA waste sorting system was introduced in May 2023. Awareness measures have been successful and the increase in sorted waste can be seen in the 2024 numbers.
- A reduced budget for business travel and visitor meetings compared to pre-pandemic years, alongside the EEA's climate neutrality pledge and the continued use of videoconferencing, kept 2024 greenhouse gas emissions from staff and visitor travel at a relatively low level. Staff-related travel, as well as meetings on the EEA premises have, to some extent, been replaced by videoconferencing and hybrid meetings. Progress with changing modes of transport from flights to trains has been slow.

© Clarinda Galasso, Nature@WORK/EEA

1 Introduction

The EEA's annual environmental statement report for 2024 conforms to requirements stipulated in the EU Eco-Management and Audit Scheme (EMAS) Regulation ([2]) and takes into account the sectoral reference document for the public administration sector ([3]). The report contains information on the EEA's environmental management system (EMS), its environmental performance in 2024, and the updated environmental targets and an action plan for 2025.

The EEA publishes its annual environmental statement on the EEA website.

1.1 Mission and context

The EEA's mission is to support sustainable development and to help achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

The EEA is a decentralised agency of the European Union established by the EEA/Eionet ([4]) Regulation. It was formally established in 1990 by Council Regulation No 1210/90, which came into force in late 1993 and was amended by Council Regulation No 933/1999 and then again by Regulation No 1641/2003 of the European Parliament and the Council. In the interests of clarity and rationality, the regulation was codified by Regulation (EC) No 401/2009.

The EEA's main task is to provide sound, independent information on the environment. It is a major information source for those involved in developing, adopting, implementing and evaluating environmental policy and for the general public. The EEA's overall mandate, established in the EEA/Eionet Regulation is:

- to help the European Community and the EEA member countries make informed decisions about improving the environment, integrating environmental considerations into economic policies and moving towards sustainability; and
- to coordinate the European environment information and observation network (Eionet).

In this context, the EEA/Eionet strategy 2021-2030, 'Delivering data and knowledge to achieve Europe's environment and climate ambitions', aims to support the key policy instruments related to the EU's policy framework until 2030: the European Green Deal (EGD), the Eighth Environment Action Programme (8th EAP), and the Sustainable Development Goals (SDGs) and delivers actionable knowledge across five interlinked thematic work areas:

([2]) Commission Regulation (EC) 2018/2026 amending Annex IV on environmental reporting to Regulation (EC) No 1221/2009.
([3]) Commission Decision (EU) 2019/61 on the sectoral reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector.
([4]) European Environment Information and Observation Network — Eionet portal (https://www.eionet.europa.eu).

- Biodiversity and ecosystems
- Climate change mitigation and adaptation
- Human health and the environment
- Circular economy and resource use
- Sustainability trends, prospects and responses

The EEA is located centrally in Copenhagen and currently rents two buildings, Kongens Nytorv 6 (KN6) and three floors of Kongens Nytorv 8 (KN8), which form one site. The premises date back to the 19th century and are labelled a 'D' category building by the Danish Energy Agency. The number of staff is approximately 281, which rises to 350 when including consultants.

In the second half of 2024, the renovation of the third and fourth floors of Kongens Nytorv 6 was completed and staff moved back from the premises at Kongens Nytorv 8. The activity-based working space facilitates face-to-face collaboration, aligns with increased teleworking and virtual collaboration, provides greater flexibility and has allowed additional staff to be accommodated without an increase in office space ([5]).

Environmental aspects such as water, electricity and heating consumption, and waste disposal have been systematically monitored and reported since 2005. Being situated in a condensed urban area and in a rented building with few open spaces, the EEA has limited potential to access natural resources and improve biodiversity on its premises.

The city of Copenhagen is highly committed to climate goals and is developing a new climate plan for 2035 that aims to further reduce the city's CO_2 emissions and demonstrate how cities can tackle the global climate crisis. This 2035 plan will succeed the current 2025 plan. This will also improve the environmental performance of the EEA, which purchases the city's energy mix for electricity and heating and complies with the local regulatory framework of the city of Copenhagen.

Although the EEA is located in Denmark, its activities focus on supporting its stakeholders at European and international levels, as well as the general public. This leads to a high volume of business travel and meetings across Europe and the organisation of meetings and conferences at the EEA's premises with participants from all over Europe. During the Covid-19 pandemic in 2020 and 2021, the EEA temporarily stopped almost all business travel and physical meetings at the EEA's premises. Business travel resumed in 2022, and continued in 2023, although remaining below pre-pandemic levels. Hybrid settings for most meetings have become the new normal.

The EEA considers itself a knowledge hub for environmental information and assessments, with experts covering all major environmental topics. This means that there is a high level of environmental awareness among staff and engagement levels positively contribute to improving the EEA's environmental footprint. As an information and knowledge provider, the EEA develops various products, including environmental reports and assessments, data and maps, briefings, press materials and social media campaigns for its stakeholders. Since 2022, the EEA has applied a 'zero-print policy' for EEA products, eliminating paper consumption by the EEA from its printed products.

([5]) European Environment Agency Single Programming Document 2024-2026, adopted by the EEA's Management Board by written procedure on 24 January 2024 (Single programming document 2024-2026 — European Environment Agency (europa.eu))

2 Environmental management system

The EEA's environmental management system (EMS) is an integral part of the management plan and is designed to make its environmental responsibilities clear to employees. Staff members are encouraged to actively engage in projects that will lead to positive environmental impacts. New employees receive an introduction to the EEA's EMS and several complementary activities exist to further inform staff about how to improve the EEA's own environmental performance.

The EEA's EMS is set up in accordance with the requirements of the EU Eco-Management and Audit Scheme (EMAS) Regulation (EMAS IV) ([6]) and the EN ISO 14001:2015 standard. It was registered under EMAS in 2005. The management and procedures of the EMS are documented in the 'EEA environmental management handbook', which is an internal document, accessible on the EEA's intranet.

The EEA's EMAS Steering committee consists of four members of the Senior management team — the EMAS top management representative, the former EMAS Top management representative and the Heads of the two programmes 'Resources' and 'Digital' — and the EMAS environmental coordinator. Under the EMAS Steering committee, the 'EMAS Working group' is chaired by the EMAS environmental coordinator and consists of trained staff members from all programmes performing internal environmental audits and supporting the EMAS environmental coordinator in the implementation of environmental improvement actions and communication activities.

2.1 Environmental policy

The EEA's environmental policy describes its strategic direction in terms of its environmental performance. It provides a framework for environmental targets and actions and is adopted by the Executive Director. The EEA adopted its first environmental policy in 2004.

Under the European Green Deal, Europe's ambition to become the first climate-neutral continent will need to be carried out by all sectors of the economy, as well as by EU bodies and institutions. The European Commission has announced its goal to become climate neutral as an institution by 2030 . It called on all the other institutions, bodies and agencies of the EU to work with it and come forward with similar ambitious pledges. Consequently, the Executive Director decided in November 2020 to raise the EEA's climate ambitions, with the aim of it becoming a climate-neutral organisation and supporting other European agencies on the path to sustainability (see Box 2.1).

To deliver on this ambition, the EEA engaged the consultancies Ramboll and CO2logic to support the development of a roadmap towards climate neutrality throughout 2021. The consultancies have assessed the EEA's carbon footprint and proposed two different pathways towards climate neutrality: a 'high-ambition-level scenario' and a 'medium-ambition-level scenario'. In January 2022, the Executive Director endorsed the 'high-ambition level scenario', which assumes that more than

([6]) Commission Regulation (EU) 2017/1505 amending Annexes I, II, III to Regulation (EU) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS)

50% of the EEA's greenhouse gas emissions will be reduced by 2030 compared to 2019 levels (see Annex 1). Initial measures to achieve greenhouse gas emission cuts have been considered. With the growth of EEA staff and the need to maintain business continuity and quality deliverables, further deployment of specific measures will be prioritised and approved on an annual basis.

Box 2.1

The EEA's environmental policy

The European Environment Agency (EEA) is an agency of the European Union mandated to help achieve significant and measurable improvement in Europe's environment and to support sustainable development. We aim to provide trusted and actionable knowledge for informed decision-making on environment and climate priorities and solutions, in line with Europe's policy ambitions.

In that role we recognise that we have a special responsibility when it comes to managing our own environmental performance. Like all organisations we consume natural resources and impact the environment through our daily operations. In order to minimise these adverse impacts and continually improve our performance, we have in place an environmental management system, which complies with the Eco-Management and Audit Scheme (EMAS).

Our goal is to become climate neutral and resource efficient. In that context we are committed to:

- continuously improving our energy and material efficiency;
- maintaining staff awareness and understanding of work-related environmental issues;
- encouraging the sharing and implementation of ideas for environmental improvement;
- making use of the Agency's own data, experience and accumulated knowledge in managing environmental performance;
- influencing and inspiring other EU bodies and institutions in their environmental endeavours; and
- complying with all environmentally relevant legislation and regulations of our host country.

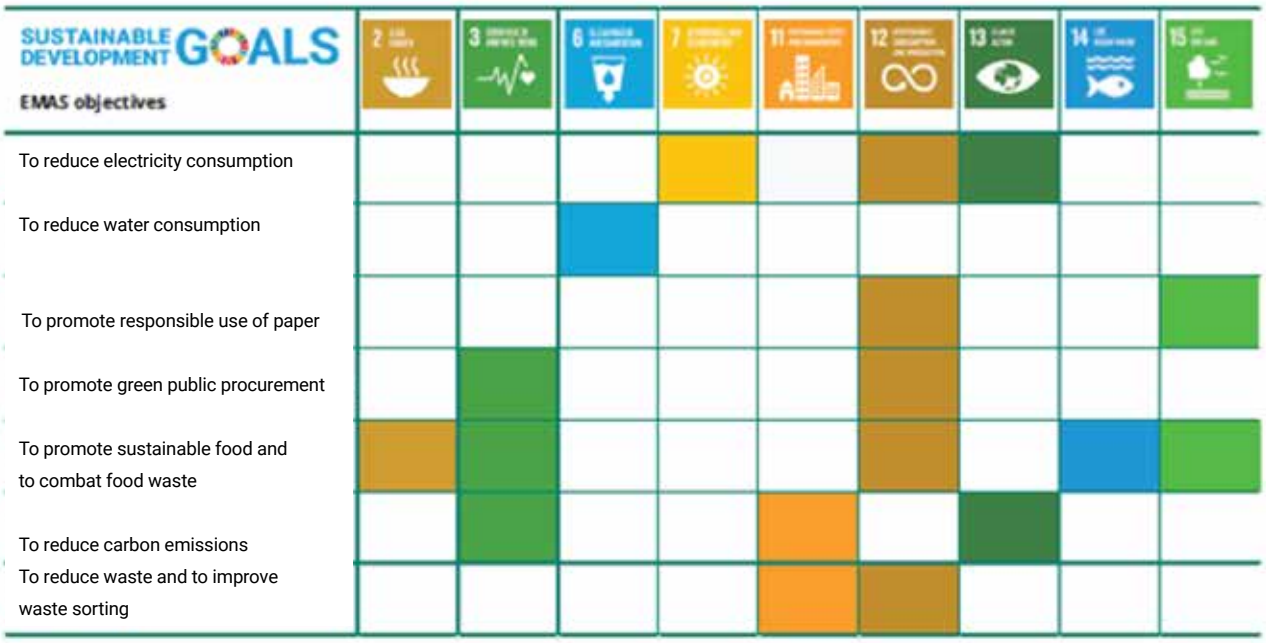
This environment policy covers the Agency's operations and staff, also when on missions and travelling to and from work. The policy also applies to all other persons working at the Agency's premises.

June 2023

Supporting the Sustainable Development Goals

Improving the environmental performance of the EEA has wide-reaching co-benefits for our shared environment and contributes to the 2030 agenda for sustainable development (Table 2.1).

Table 2.1 EMAS targets supporting the Sustainable Development Goals



2.2 Legal requirements related to the environment

The EEA's legal framework is based on EU law and, in the absence of relevant EU law provisions, on Danish law. Concerning the direct environmental impacts of the EEA's operations, the relevant regulations for compliance purposes are mainly those related to water, energy and waste management. Concerning indirect impacts, the relevant regulations are mainly those related to environmental information management and public procurement.

The relevant environmental regulations are collected in an online register and are annually updated for any new regulations. The status of the EEA's compliance with them is reviewed annually by the EEA's legal adviser and the responsible staff members who confirm that the EEA complies with its obligations. Should action be needed to correct or prevent non-compliance, it will be integrated into the Environmental Action Plan and followed through until completion.

2.3 Environmental targets and the management programme

For each significant environmental aspect (electricity consumption, paper use, etc.), the environmental management programme details the source of impact, an action plan and annual targets. The environmental targets are monitored and updated annually by the EMAS environmental coordinator in collaboration with Heads of units responsible for the areas concerned. The Executive Director adopts the environmental management programme in the annual environmental management review. The adopted programme is then published as part of the annual environmental statement report (see Annex 2).

2.4 Environmental aspects and impacts of EEA activities

The EEA's activities have both direct and indirect impacts on the environment. In its comprehensive environmental review in 2017/2018, the EEA identified the following significant ([7]) environmental aspects, which are monitored and reviewed at least once a year as part of the environmental management review.

Direct environmental aspects

Direct environmental aspects are defined as activities, products and services that affect the environment and over which the organisation has direct management control. The EEA identified the following list of significant direct environmental aspects:

- Energy use for heating and electricity consumption e.g. lighting, canteen operations and all electrical equipment in both buildings KN6 and KN8;
- Water consumption and wastewater disposal (canteen, cleaning, WCs/showers);
- Paper consumption — in-house for printing and external for the printing of EEA publications and exhibition materials;
- Waste generation and its separation (electronic, plastic, glass, organic, household, cardboard, cooking oil, office supplies, furniture and equipment);
- Procurement of goods and services (paper, ICT equipment, furniture and stationery supplies, building equipment and maintenance).

The EEA does not report on land use with regard to biodiversity, as the premises have no urban green space, nor an accessible roof top that could be considered for significant improvement of its biodiversity.

Indirect environmental aspects

Indirect environmental aspects are those activities, products and services that can, to some degree, be influenced by the EEA but not controlled. These significant indirect environmental aspects were identified:

- Emissions of greenhouse gases and air pollutants from staff and meeting participants' travel and the EEA's missions and meetings, as well as from hotel accommodation for EEA employees and meeting participants;
- Waste recycling (electronic, glass, organic, household, cardboard, cooking oil, plastics, furniture and equipment);
- Raising environmental awareness (internal and external communication).

([7]) The significance of environmental aspects was assessed against five criteria: 1. Likelihood/frequency, 2. Legal/regulation, 3. Quantity of CO_2 emissions, 4. operational costs, 5. Interest of interested parties, and 6. Resource consumption/depletion, using a scoring system whereby the total score is obtained for each environmental aspect by multiplying individual scores allocated for each of the above criteria.

3 Environmental performance 2023

The EEA routinely monitors the following environmental aspects to measure its environmental performance against performance indicators and quantified annual environmental targets (see Chapter 5):

- electricity consumption and energy consumption for heating;
- paper consumption;
- water consumption;
- waste generation;
- greenhouse gas (GHG) emissions.

Setting environmental targets

The performance of each environmental aspect is assessed by default against the rolling average of the previous 5-years' performance. The performance indicators are — as a minimum — zero-growth targets compared with the 5-year rolling average. The years 2020 and 2021 are statistical outliers because of the Covid-19 pandemic and could have been excluded from the 5-year average. Keeping these outlier years in the 5-year average, however, leads to a moderate increase in the level of ambition throughout all environmental performance indicators for the coming years. The EEA therefore included 2020 and 2021 in the 5-year average.

For the EEA's greenhouse gas emissions, annual targets follow a 'high-ambition level pathway. The 'high-ambition level pathway' proposes a more than 50% reduction of the EEA's greenhouse gas emissions by 2030 compared to 2019 (see Annex 1).

Measuring environmental performance

The environmental performance is commonly measured in relation to the number of staff members working at the EEA and/or the office space (area).

The number of staff members is expressed as full-time equivalent (FTE) staff and is based on the same methodology as for the EEA's other administrative reporting (Table 3.1). The number of FTE staff is correctly adjusted for staff working on part-time contracts. Consultants are excluded, while extended leave and absences are taken into account. The change in working hours from 37.5 hours to 40 hours, which took place in 2014, was considered in the methodology.

Table 3.1 **Number of full-time equivalent staff, 2015-2024**

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
FTE	196	196	201	211	212	209	222	244	257	281

Source: EEA Resources.

The calculation of the environmental impacts per square metre is adjusted according to the changing floor space rented by the EEA. Since 2005, some EEA staff members have been working in buildings other than the main building at KN6. Since 2010, the EEA has been renting space in an adjacent building (KN8). Initially two floors were rented, and since 2011 three floors have been rented. In early 2022, the lease for the basement in KN8 was discontinued. The size of the two buildings is approximately 10,000m^2 in total (7,200m^2 in KN6 and 2,800m^2 in KN8). In 2019, the EEA started a renovation project towards a 'new way of working', replacing individual offices by open office space to introduce 'activity-based working'. The refurbishment project progressed as planned in 2024; the third and fourth floors of KN6 were opened in the second half of 2024. With the remaining floors in KN6 having been converted to open activity-based working space, the floors currently rented in KN8 may be able to be released, but this will depend on projections for EEA staff numbers.

One element of the 'new way of working' is an increased flexibility for staff to telework. The electricity, heating and water used, as well as waste generated in home-offices is not included in the respective performance indicators. The EEA recognises and transparently reports that certain reductions observed in the EEA's environmental performance trends may be caused by externalising environmental impacts rather than gains in efficiency. For its carbon footprint, the EEA chose to extend the scope and to include estimates of staff's CO_2 emissions generated in the home-office environment in its own estimates (see Annex 1).

3.1 Continually improving the EEA's environmental performance

In 2024 a rebound effect after the Covid-19 pandemic could no longer be observed. The new normal of office work and hybrid meetings became well established in 2024.

The data show that the Covid-19 pandemic was indeed a catalyst for developments that otherwise might have taken several years to complete. The paperless office, for example, seems to be integrated in daily practices, along with the widespread use of videoconferencing as a replacement for many physical meetings. Furthermore, an increased capacity in the digital literacy of all staff was achieved in arguably record time. In the context of the 'new way of working', the Covid-19 pandemic also sped up implementation of the EEA's renovation project towards an activity-based workplace, which will have significant synergy effects on the EEA's environmental performance. For example, activity-based working in open offices is often concomitant with a reduction in square metres per staff member, which leads to less electricity and heating consumption per staff member. Another example supporting the improvement of the EEA's environmental performance is the newly equipped meeting rooms, allowing for more and higher quality videoconferencing in line with the EEA's climate neutrality target.

The environmental impact of home offices is clearly outside the EEA's direct control but can be influenced by awareness-raising campaigns to help staff minimise potential adverse effects.

Distance to annual environmental targets

Table 3.2 shows the distance between annual environmental performance and the EEA's annual environmental targets since 2018. The heatmap illustrates over- or underachievement (green or red) compared to the annual targets. The EEA has been meeting most its environmental targets across the environmental impacts monitored each year since 2018, for example, for electricity and paper consumption

(in-house paper consumption and external printing of publications). A rebound effect is visible with a slight decrease in overall performance in 2023, water consumption and greenhouse gas emissions of concern. The trends in the performance of individual environmental impact are discussed in the following chapters.

Table 3.2 Environmental performance compared with environmental targets (%), 2018-2024

Environmental impact	2018	2019	2020	2021	2022	2023	2024
Total direct energy consumption (electricity and heating) **(new 2023)**						-12%	-13.6%
Electricity consumption (staff related)/FTE	-14.4%	-17.6%	-30.7%	-35.7%	-34.4%	-25,6%	-26.1%
Paper consumption (printing documents)/FTE	-10.6%	-16.7%	-71.0%	-84.2%	-72.9%	-65,1%	-48.4%
Paper consumption (printed documents)	-22.4%	-12.2%	-70.1%	-82.8%	-68.3%	-58,1%	-34.2%
Paper consumption (printed publications)	-75.9%	-50.6%	-86.1%	-89.3%	-100%	-100%	-100%
Total waste generation **(new 2023)**						-12,7%	-13.4%
Waste generation/FTE	1.7%	42.7%	0.9%	14.3%	-8.0%	-25,5%	-21.1%
Water consumption **(new 2023)**						+49%	+116.0%
Water consumption/FTE **(new 2023)**						+27.2%	+78.0%
Greenhouse gas emission (high ambition level scenario) **(new 2023)**						-48,6%	-11.7%

Notes: Up until 2022, quantified targets for the performance indicators heating, water consumption, carbon footprint were not specified by the EEA. Water consumption covers the canteen, staff kitchenettes, coffee areas, toilets and showers. Calculation of the carbon footprint is partly based on estimates from previous years. The overall figure is probably underestimated.

FTE, Full-time equivalent.

Sources: EEA Communication, EEA Resources.

Benchmark of excellence

The EEA assessed the EMAS sectoral reference document for public administration ([8]) for each of its core indicators against the best environmental management practices. The assessment concludes that relevant EEA practices are in line with best practice for paper consumption and waste generation, but water use is slightly higher.

Table 3.3 Environmental performance compared with the benchmark of excellence for the public administration sector, 2018-2023

Environmental impact	2018	2019	2020	2021	2022	2023	2024	Benchmark of excellence
Paper consumption (printed documents) (A4 sheets/FTE/ working day)	22.6	19.9	6.5	3.3	4.2	3.9	3.9	Office paper consumption is lower than 15 A4 sheets/FTE/ working day
Share of environmentally friendly certified office paper purchased				100%				Office paper used is 100% recycled or certified according to an Iso Type I ecolabel (EU Ecolabel)
Water use m^3/FTE	9.2	8.1	3.4	3.4	6.6	8.7	7.3	Total water use is lower than 6.4 m^3/ FTE/year
Waste generation (kg/FTE)	148	208	152	177	151	125	99	Total waste generation in office buildings is lower than 200 kg/FTE/ year

Notes: For the calculation of office paper consumption/FTE/working day, 210 working days per FTE per year were assumed. Water consumption data are only available for the building KN6, while for KN8 a proxy was estimated based on m3/m2 of KN6, not including water use by the canteen.

FTE, Full-time equivalent

Sources: EEA Communication, EEA Resources.

([8]) Commission Decision (EU) 2019/61.

3.2 Energy

The EEA is part of the Copenhagen municipality, which is committed to being CO_2 neutral by 2025 under its CPH climate plan 2025 and its new climate plan for 2035. The municipality achieved a reduction in CO2 emissions of more than 54% between 2005 and 2019, mostly due to the green conversion of the power-generation and district heating systems ([9]). The current electricity provider, Ørsted, delivers 100% of the municipality's power from renewables, mainly wind energy (see Box 3.1).

Box 3.1

Energy certificates

The Association of Issuing Bodies (AIB) is responsible for the development, use and promotion of the European Energy Certificate System (EECS). The market for Renewable Energy Certificate System (RECS) was administered by AIB in accordance with the EECS, but it has now been replaced by the obligatory guarantees of origin required by various EU directives. The principles and rules of operation of the EECS define a certificate as an electronic document that identifies the source and method of production of a unit of energy and relates to a specific purpose — such as energy source disclosure or compliance with an obligation. The EECS serves to harmonise energy certificates, thus ensuring that AIB member organisations' registries are compatible with one another.

Ørsted's transition to green power is happening within the framework of the European Guarantees of Origin scheme. The company buys 'green-certificates' for all of its residential customers in Denmark. A green certificate is a guarantee of origin that proves that a given share of power is generated from renewable sources such as wind, solar or biomass. In its 2024 annual report, Ørsted notes that 'in 2024, 92 % of our scope 1 GHG emissions were covered by the EU Emissions Trading System' and 'all electricity purchased and consumed by Ørsted is covered with certificates, ensuring it has been produced using renewable sources.'

Note: https://cdn.orsted.com/-/media/annual2024/orsted-annual-report-2024.pdf?rev=02bde37dc8424c8eb8e4e9f3b65cc833 p. 94.

District heating for the EEA is provided by HOFOR, the local heating provider in Copenhagen. The 'Copenhagen climate plan 2025. Roadmap 2021-2025', foresees 16 initiatives across four main action areas to reduce emissions from energy production: Carbon Neutral District Heating, Carbon Neutral Utilities, Wind and Sun, and Resources and Waste. The city new climate plan 2035 reinforces those initiatives. HOFOR is committed to contribute to achieving the goal set by the city of Copenhagen. For example, in 2019, it put in operation a new biomass-fired power station unit, BIO4, at Amager Power Station. BIO4 replaced the last coal-fired power station unit in Copenhagen and district heating is now 85% carbon neutral.

([9]) Copenhagen climate plan 2025. Roadmap 2021-2025, CPH 2025 Climate Plan — Roadmap 2021-2025 2020 (itera.dk)

3.2.1 Performance on energy consumption

Until 2021, the consumption of electricity was divided into the electricity used for central computing and data storage (i.e. IT servers) and staff-related use of electricity in offices and meeting rooms. In 2021, the EEA's server infrastructure was co-located to an external data centre in Copenhagen and the monitoring and reporting of electricity use from central computing and data storage of the IT servers therefore shifted from direct to indirect energy consumption. Despite not being accounted for directly in the EEA's energy consumption, between 2023 and 2024 an increase was seen in the electricity consumption (+12.2%) of the EEA's IT server infrastructure, which has been co-located since 2022 in an external, energy efficient data centre. The combined (internal EEA and external data centre) electricity consumption is still in the order of 10% below the pre-pandemic consumption, indicating that the added use of IT tools required by the new

The Association of Issuing Bodies (AIB) is responsible for the development, use and promotion of the European Energy Certificate System (EECS). The market for Renewable Energy Certificate System (RECS) was administered by AIB in accordance with the EECS, but it has now been replaced by the obligatory guarantees of origin required by various EU directives. The principles and rules of operation of the EECS define a certificate as an electronic document that identifies the source and method of production of a unit of energy and relates to a specific purpose — such as energy source disclosure or compliance with an obligation. The EECS serves to harmonise energy certificates, thus ensuring that AIB member organisations' registries are compatible with one another.

Ørsted's transition to green power is happening within the framework of the European Guarantees of Origin scheme. The company buys 'green certificates' for all of its residential customers in Denmark. A green certificate is a guarantee of origin that proves that a given share of power is generated from renewable sources such as wind, solar or biomass. In its 2024 annual report, Ørsted notes that 'in 2024, 92 % of our scope 1 GHG emissions were covered by the EU Emissions Trading System' and 'all electricity purchased and consumed by Ørsted is covered with certificates, ensuring it has been produced using renewable sources.'way of working is still not leading to a total increase in energy consumption. However, the rapid growth in electricity consumption in the external data centre indicates that total consumption may soon exceed pre-pandemic levels. This is tied to significant increases in the amount of data processing and may, as such, be expected to continue to grow. It should therefore be an area requiring attention in a forward looking perspective.

Staff-related electricity consumption on the premises decreased slightly in 2024 (-2.7%). The increase in staff and a higher occupancy of the building (2-days mandatory presence) was mitigated by energy efficient docking stations replacing desktop computers and the continued increased teleworking practices of staff. It is important to note that electricity and heating consumed in home offices are not included in this performance indicator. However, for the EEA's carbon footprint (see Chapter 3.6 and Annex 1) estimates of staff's CO2 emissions generated in the home office environment were made.

Energy consumption linked to heating decreased further (-9.5%), which could be associated with the temporary closure of part of the building under refurbishment leading to a higher efficiency per square metre.

With the increased deployment of the open office, energy efficiency per square metre has improved. The longer-term overall trend in electricity consumption is declining as a result of targeted measures such as the installation of more energy-efficient computing, multifunctional devices and new light sensors in corridors with

energy-efficient LED lights, and not least an increasing level of environmental awareness among staff (Figure 3.1 and Table 3.4).

Figure 3.1 Direct energy consumption shares for electricity and heating, 2018-2024

Notes: Heating data are only available for the building KN6. For KN8, a proxy was estimated based on kWh/m² of KN6. Energy consumption for heating was corrected by heating degree days using a 10-year average to normalise the timeline.

Source: EEA Resources.

Table 3.4 Consumption of direct energy, 2018-2024

(kWh)	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Total electricity consumption	636,493	615,346	527,620	313,703	302,809	316,969	308, 411	-3.5%	+4.7%	-2.7%
Staff related electricity consumption	443,160	420,142	334,537	301,859	302,809	316,969	308,411	+0.3%	+4.7%	-2.7%
Heating	1,001,833	899,868	917,452	938,044	971,156	947,838	857,373	+3.5%	-2.4%	-9.5%
Total direct energy consumption	1,638,326	1,515,214	1,445,072	1,251,747	1,273,965	1,264,807	1,165,784	+1.8%	-0.7%	-7.8%

Notes: Heating consumption data are only available for the building KN6. For KN8, a proxy was estimated based on kWh/m^2 of KN6.

Energy consumption for heating was corrected by degree days using a 10-year average to normalise the time-series.

Source: EEA Resources.

Table 3.5 Consumption of direct energy per full-time equivalent (FTE), 2018-2024

(kWh/FTE)	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Total electricity consumption per staff member	3,017	2,903	2,524	1,413	1,241	1,233	1,098	-12.2%	-0.6%	-10.9%
Staff related electricity consumption per staff member	2,100	1,982	1,601	1,360	1,241	1,233	1,098	-8.7%	-0.6%	-10.9%
Heating consumption per staff member	4,748	4,245	4,390	4,225	3,980	3,688	3,051	-5.8%	-7.3%	-17.3%
Total direct energy consumption per staff member	7,765	7,147	6,914	5,639	5,221	4,921	4,149	-7.4%	-5.7%	-15.6%

Notes: See Table 3.4.

Source: EEA Resources.

Table 3.6 Consumption of direct energy per floor area (m²), 2018-2024

(kWh/m²)	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Heating per floor area	96.6	88.6	84.3	97.6	97.1	97.1	85.1	15.0%	0%	-12.4%
Total direct energy consumption per floor area	164	152	145	125	127	126	117	-1.8%	-0.7%	-7.1%

Notes: See Table 3.4

Source: EEA Resources.

3.2.2 Actions and improvements

As part of the EEA's renovation project towards a 'new way of working', the EEA's Data and information services replaced desk-top personal computers with more energy efficient docking stations and laptops. This is helping to reduce staff-related use of electricity on the EEA's premises in the longer term.

Table 3.7 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
1. Energy consumption	Total direct energy consumption (total electricity and heating). Total renewable energy consumption (total electricity). 'Staff-related' use of electricity in offices and meeting rooms (personal computers, printers, copy machines, lights etc.).	Raise awareness and promote energy efficiency and renewable energy solutions.	COM, EMAS working group	Implemented. Regular information on intranet on refurbishment project and new IT equipment. Information about energy saving measures and lower heating temperatures.

Note: COM, EMAS working group.

3.3 Paper

3.3.1 Performance on paper consumption

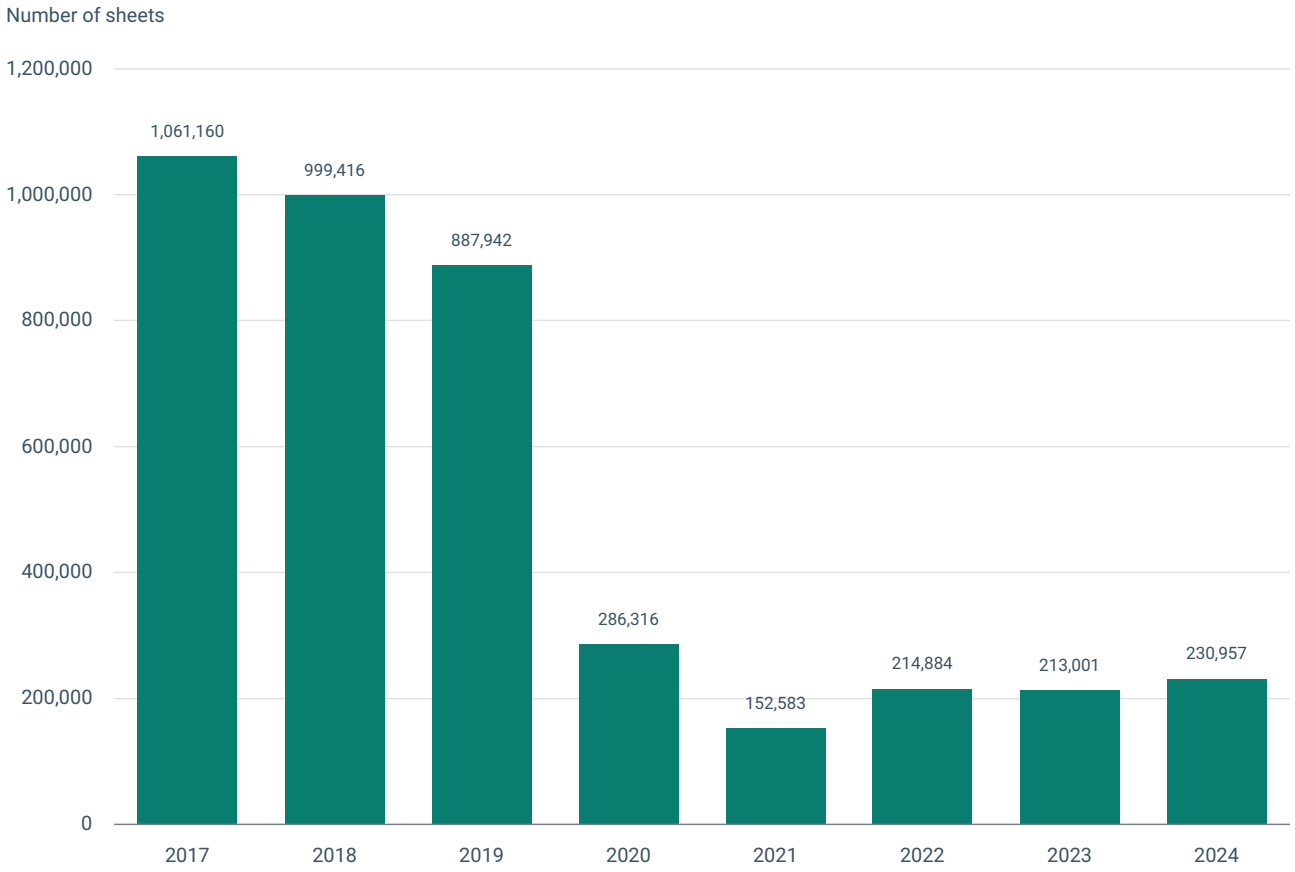
Following the installation of new and fewer multifunctional devices (MFDs) in 2017 and the implementation of the 'follow-me' or uniflow printing system, a steady drop in physical printouts and a stable reduction in in-house paper use have been achieved, both in absolute figures and per FTE employee (Figure 3.2 and Table 3.8). Under this system, print jobs are triggered by swiping an access card through a reader on the closest MFD. This system avoids double printing and results in reduced printing demand. The fleet number was reduced from 36 machines to 7 MFDs in 2024. These are more energy efficient, boast low air and noise pollution levels and are both TEC3 and Blue Angel certified ([10]).

In 2024, the reduced printing habits of staff were maintained when viewed on a FTE basis, thanks also to the increased digitalisation of administrative workflows, with the full deployment of SYSPER, software for human resources management tasks.

The application of the zero-print policy for EEA publications adopted in 2022 has been fully applied, with no discernible negative impact on the outreach and visibility of EEA products.

([10]) TEC is the typical energy consumption standard, 1.3 kWh/week.

Figure 3.2 Paper consumption: in-house printing, 2017-2024



Source: EEA Resources.

Table 3.8 Paper consumption: in-house printing and printed reports, 2017-2024

A4 pages	2017	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Number of sheets printed in house	1,061,160	999,416	887,942	286,316	152,583	214,884	213,001	230,957	40.8%	-0.9%	8%
Number of sheets printed in house per FTE	5,279	4,737	4,188	1,370	690	881	829	822	28.1%	-5.9%	-0.8%
Number of pages in printed reports	2,003,436	1,960,000	2,960,500	779,000	284,200	0	0	0	-100%	0	0

Source: EEA Communications.

3.3.2 Actions and improvements

The reduction in printing has been maintained, with a slight decrease in the number printed sheets per FTE.

The reduction in printed products extended to exhibition material (posters, banners, etc.), where there were limited new printed examples, the reuse of existing material and the use of sustainable material for new products.

The number of multi-functional devices (MFDs) was further reduced to one printer per floor during the EEA's renovation project towards a 'new way of working'. This has encouraged staff to maintain their habit of printing less that started during the Covid-19 pandemic. The EEA's Communication programme maintained its 'zero-print policy' for EEA reports and piloted several web-reports, promoting the digitalisation of EEA products. The EEA's administrative procedures were further digitalised by implementing SYSPER, the European Commission's human resource management information system and ARES-Qualified electronic signatures.

Table 3.9 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
2. Paper consumption	Printing documents and emails	Promote paperless office and maintaining reduced printing habits adopted during the COVID-19-induced lockdown.	EMAS working group	Implemented
		Continue digitalisation of administrative workflows (e.g. implementation of SYSPER)	RES	Implemented
	Printing publications externally	Continue to apply the EEA´s zero-print publication policy	COM	Implemented

Notes: RES, EEA Resources; COM, EEA Communications.

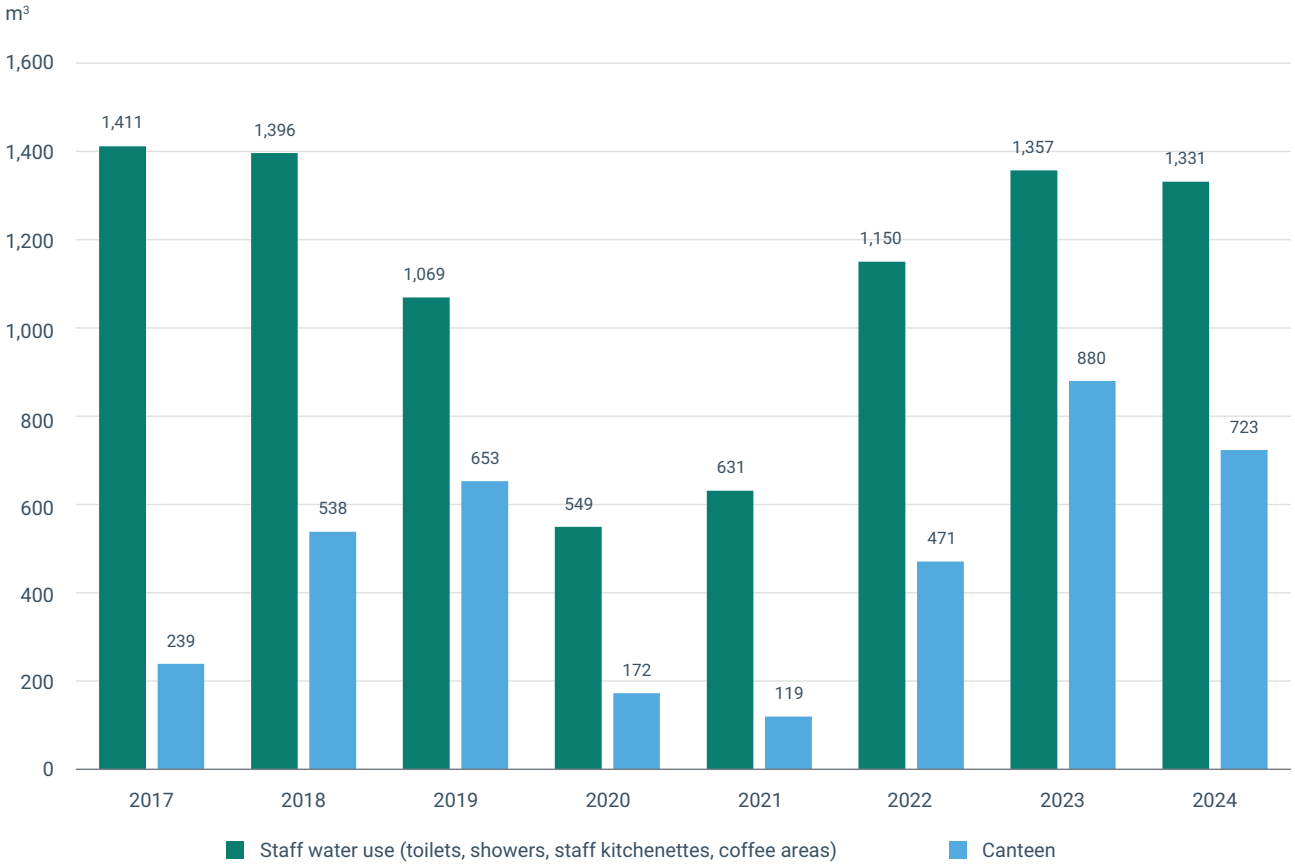
3.4 Water

3.4.1 Performance on water consumption

The EEA's consumption of water has decreased since 2013. This has been achieved through a combination of measures, including the replacement of leaking toilets, generally lower consumption by staff and the optimisation of canteen operations. The significantly lower consumption in 2020 and 2021 was caused by the lower occupancy of staff on the EEA premises during the Covid-19 pandemic (Figure 3.3 and Table 3.10).

In 2024, water consumption decreased compared with 2023, mainly driven by water savings in the canteen (1/3 of the overall consumption). To try and reduce food waste, lunch in the canteen is served in several bowls per staff member, although this does mean that more cleaning in the dishwasher is required. The new canteen service provider, which started in 2023, is also providing more fresh vegetables which need more water in preparation. Water consumption in the canteen is therefore still higher than pre-pandemic levels, but slightly below 2019 if viewed on a per FTE level.

Figure 3.3 Trend in water consumption, 2017-2024



Note: Water consumption data are only available for building KN6. For KN8 a proxy was estimated based on the square metres in KN6, excluding canteen use.

Source: EEA Resources.

Table 3.10 Water consumption, 2017-2023

	2017	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Total water consumption (excl. canteen) (m^3)	1,411	1,396	1,069	549	631	1,150	1,357	1,331	82.4%	+18%	-2%
Water consumption canteen (m^3)	239	538	653	172	119	471	880	723	295.8%	+87%	-17.8%
Total water consumption (excl. canteen) per staff member (m^3/FTE)	7.0	6.6	5.0	2.6	2.8	4.7	5.3	4.7	65.9%	12%	-9.6%

Notes: Water consumption data are only available for building KN6. For KN8 a proxy was estimated based on the square metres in KN6 (excluding the canteen).

Source: EEA Resources.

3.4.2 Actions and improvements

Table 3.11 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
3. Water	Water consumption (canteen, staff kitchens/ kitchenettes, coffee areas, toilets and showers)	Raise awareness and promote resource-efficient water consumption	EMAS working group/HoUs	Partly implemented

Source: EMAS working group.

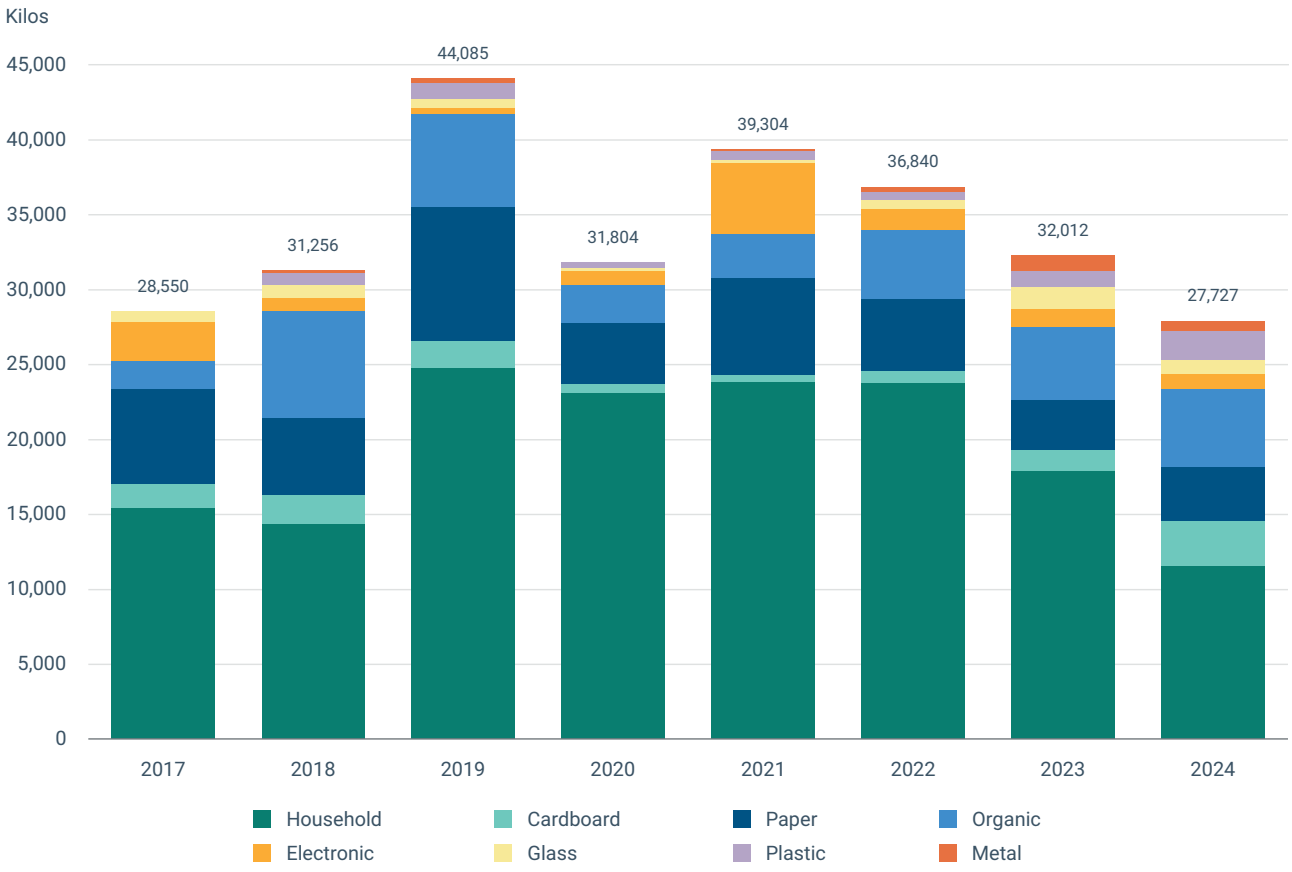
3.5 Waste

3.6.1 Performance on waste generation

The EEA's waste sorting improved significantly in 2018 and 2019, and helped increase the amount of EEA waste recycled at communal level. Since then, waste has been sorted into household, organic, plastic, glass, paper, electronic and metal streams.

In 2024, the total waste generated by the EEA continued to decrease (-13.4%). The reduction was mainly visible in numbers for lower amounts of household waste (-35.8%). In May 2023, separate collection of several new waste fractions was introduced, following Danish national requirements. As part of the EMAS activities for 2023, a new waste sorting system was introduced on all floors of the EEA building, with accompanying information for staff. The development from 2022 to 2024 shows that staff are sorting waste more carefully and reducing the overall waste. It should furthermore be noted that the change in EEA food policy towards a more vegetarian diet has increased the volume of organic waste. It is, however, documented in the environmental report from the canteen operator (Loca canteens) that the carbon footprint is lowered overall due to more local produce and less meat.

Figure 3.4 Waste generation per waste fraction, 2017-2024



Source: EEA Resources.

Table 3.12 Waste generation per waste fraction (kg), 2017-2024

	2017	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24
Household	15,475	14,445	24,755	23,098	23,820	23,745	17,934	11,497	-0.3%	-24.5%	-35.9%
Cardboard	1,535	1,958	1,761	610	452	845	1,355	2,957	+86.9%	+60.4%	+118%
Paper	6,370	5,162	9,000	4,070	6,470	4,780	3,360	3,591	-26.1%	-29.7%	+6.9%
Organic	1,870 (a)	7,197	6,178	2,510	2,972	4,585	4,850	5,192	+54.3%	+5.8%	+7.1%
Electronic	2,620	860	410	984	4,681	1,450	1,230	970	-69.0%	-15.2%	-21.1%
Glass	680	856	600	200	200	550	1,450	930	+175%	1+63.6%	-35.9%
Plastic	-	778 (b)	1,081	332	569	575	1,055	1,960	+1.1%	+83.5%	+85,8%
Metal	-	216 (c)	300	0	140	310	1,043	630	+121.4%	+236%	-39.4%
Total waste	28,550	31,256	44,085	31,804	39,304	36,840	32,012	27,727	-6.3%	-13.1%	-13.4%
Total waste/ FTE	135	148	208	152	178	151	125	99	-14.7%	-17.5%	-20.8%

Notes: (a) The weighing of organic waste was re-established in September 2017 because there was a new contractor.

(b) The weighing of plastic waste was added to the reporting. Data are for the full year.

(c) Newly added fraction for reporting. Not included in total as not a full year.

Source: EEA Resources.

3.5.2 Actions and improvements

In 2024 the EMAS working group carried out a staff survey on EMAS awareness. The results showed a high awareness of the agency's environmental impact. Survey participants suggested that staff be involved more in EMAS and agency-wide actions in order to achieve improvements.

As part of the EMAS activities for 2024, an analysis of the waste sorting system was performed by the EEA waste expert. The waste sorting statistics show the successful implementation of waste sorting boxes introduced on all floors of the EEA building in 2023.

The donation policy is now routinely used to donate spare IT and other equipment to local NGOs.

The EMAS Environmental Management Handbook was reviewed and updated in 2024. The chapter on EMAS communication was revised.

Table 3.13 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
4. Waste generation	Waste reduction, sorting and recycling	Raise awareness of avoiding sorting and recycling waste	EMAS working group/RES	Implemented. Information campaign, posters.
		Provision of a 'Green IT policy'	DTL	Implemented

Notes: RES, Resources; DTL, Digital.

3.6 Carbon dioxide emissions

CO_2 Emissions related to staff business travel and visitor travel have been reported since 2006. In the same year, a carbon-offsetting scheme was introduced. The carbon-offsetting scheme is managed by the EEA's travel agent, which collaborates with GoClimate a Swedish company specialising in reducing greenhouse gas emissions (certified with Gold Standard). Certificates are issued to confirm the offsetting of emissions (see 2024 offset charge in Table 3.14). As a reference, a return flight from Copenhagen to Brussels emits 257 $kgCO_2e$ (carbon dioxide equivalent). A return train journey between Copenhagen and Stockholm emits only 17 $kgCO_2e$. The EEA encourages staff to use train travel where convenient connections are available, such as for Stockholm.

3.6.1 Performance on CO_2 emissions

In 2020, the Executive Director decided to raise the EEA's climate ambitions, stating its aim to become a climate-neutral organisation. Throughout 2021, a study was carried out by consultants to calculate the EEA's carbon footprint with an extended scope in accordance with the Bilan Carbone Methodology (developed by ADEME) and the GHG Protocol (developed by the World Resources Institute and the World Business Council for Sustainable Development). Both methodologies are in line with the ISO 14064 Standard and are commonly used by EU institutions. The study also identified potential greenhouse gas emission reduction measures for the development of pathways towards climate neutrality (see Annex 1).

In 2022, 2023 and 2024, greenhouse gas emissions rebounded again, but remained well below pre-pandemic levels. This is owing to a reduced budget for business travel compared to before the pandemic, along with the EEA's pledge to become climate neutral by 2030 and increased awareness of the environmental impact of flying among staff.

Table 3.14 CO_2 emissions from travel and meetings (tCO_2e), 2017-2024

tCO_2e	2017	2018	2019	2020	2021	2022	2023	2024	Change 2021-22	Change 2022-23	Change 2023-24	Offsetting charge 2024
Emissions from meeting participants	569	550	515	62	0.7	282	365	404	40,185%	29.4%	10.7%	EUR 2,355
Emissions from EEA missions	466	404	361	37	14.7	173	215	213	1,076%	24.3%	-1.0%	EUR 1,165
Total emissions for staff and meeting participants	1,035	954	876	99	15.4	455	580	617	2,854%	27.5%	6.4%	EUR 3,520

Note: From May to August 2022, the EEA was not contracting a travel service provider, which led to a gap in the data-monitoring. The data-series for staff and visitor travel in 2022 was therefore gap-filled by the EEA. 2023 figures for staff and visitors do not account for travel booked directly by the travellers. In the absence of updated data for daily commuting and teleworking, emissions for this sector have been estimated on the basis of 2022 values, which may reflect an underestimation of the emissions of this sector.

Source: Travel service, EEA Resources.

3.6.2 Improvements and action plan

The EEA compiled and published on the intranet staff guidance for a 'new normal' in terms of physical meetings. The guidance supports the greenhouse gas reduction target of the EEA and sets out principles that should be considered when trying to avoid emissions from physical meetings. For example, by default, physical participation in meetings shall be well justified, especially when online participation is offered and where possible, several meetings should be combined in one mission. Furthermore, the EEA mission guidelines set out that direct flights, rather than longer indirect flights, as well as rail travel are allowed and encouraged, even when more expensive.

Table 3.15 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
5. Greenhouse gas emissions	Staff business travel	Development of 'Staff travel guidance' as part of the EEA's climate neutrality activities.	CNS	Implemented. Available on intranet.
		Replace staff travel with blended meetings and videoconferencing to a large extent.	HoUs/all staff	Implemented
		Promote continuation of reduced travel practices to prevent a rebound to pre-Covid-19 levels	EMAS working group/HoUs	Partially implemented
	External participants coming to EEA-organised meetings	Develop 'EEA stakeholder meeting guidance' as part of the EEA's climate neutrality activities	CNS	In progress
		Replace meetings on EEA premises by blended meetings and videoconferencing to a large extent	HoUs/all staff	Implemented
		Promote continuation of reduced travel practices among external participants of EEA-organised meetings to prevent rebound to pre-Covid-19 levels of emissions.	EMAS working group/HoUs	Not implemented

Notes: CNS, Coordination, networks and strategy; HoUs, Heads of Unit.

4 Other relevant environmental topics

4.1 Green procurement

The EEA also regularly evaluates its activities to optimise and improve outputs, while limiting the use of resources and minimising negative impacts on the environment. One way to achieve this is through our procurement process, which follows the green public procurement guidelines: an 'environmental impact statement' is written in the initial proposal for procurement, and specific, robust environmental criteria and 'environmental considerations' appear in the tender specifications. Tenderers have to comply with these criteria and considerations to be eligible for a contract. It is standard EEA practice to build environmental considerations into procurement (see Table 4.1). The EMAS environmental team is involved in the preparation of the procurement documents and invited to propose the inclusion of green public procurement criteria ([11]).

Significant technical specifications have, for example, been included in the most recent procurement procedure for canteen services, such as:

- the requirement for tenderers to have the silver organic cuisine label (60-90% organic produce);
- provision of vegetarian food only (i.e. no fish or fish products from species and stocks identified in a 'fish to avoid' list) at least 2 days per week;
- at least 50% of coffee, tea, chocolate (cocoa) and sugar purchased must have a fair and ethical trade certification from a scheme that requires a minimum certified content of 90%.

Table 4.1 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
6. Various negative environmental impacts of the EEA	All procurement	Raise awareness of the appropriate implementation of green procurement.	RES	Implemented
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased.	RES/all staff	Implemented

Source: EEA Resources.

([11]) European Commission – Green Public Procurement Green Public Procurement (europa.eu)

4.2 Raising environmental awareness

4.2.1 Delivering environmental data and knowledge

The EEA's key goals are to be the prime source of environmental data and knowledge at the European level and to play a leading role in supporting the long-term transition to a sustainable society. The EEA helps to achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policymaking agents and the public.

The key outputs of the EEA are reports/assessments, briefings, environmental indicators, core data flows and Eionet collaboration covering a wide range of environmental aspects, such as biodiversity, water, climate, energy, transport, air pollution, health and sustainable resource use. The EEA's consolidated annual activity report (CAAR) outlines the EEA's work and achievements during the previous year ([12]) and evaluates the outputs against the objectives.

4.2.2 External communication on EMAS

In its environmental policy, the EEA commits to making use of its own experience and accumulated knowledge in managing environmental performance to influence and inspire other EU bodies and institutions.

The EEA is part of the EU Agencies Network (EUAN) and the Greening Network of EU Agencies, which aim to share best practices in the implementation of environmental management systems under EMAS, and improvement activities (see Box 4.1). In 2021, the EEA chaired the EUAN, putting an emphasis on a green agenda in alignment with the priorities of the current Commission. One of the priorities during the EEA's coordination of the EUAN was to promote a greener, more digital and resilient administration of excellence under which two avenues of action were pursued: (1) increasing use of digital means for meetings; and (2) promoting sustainable transitions and climate neutrality in EU agencies. Since then, the EEA has continued to actively participate in and contribute to the EUAN greening network and its working groups.

Box 4.1

The EUAN and the Greening Network of Agencies

This inter-agency network was set up by the EEA in 2006 and was formally recognised by the heads of administration of EU agencies in May 2016. With more than 25 members from EU agencies, the network addresses common environmental topics, with particular focus on implementation and registration under the Eco-Management and Audit Scheme Regulation. The Greening Network is also involved in EU environmental governance through representation in the informal Inter-institutional Group on Environmental Management.

4.2.3 Internal communication on EMAS

Internally, EMAS is part of the EEA's induction programme, during which all new employees get to know how the EEA aims to improve its own environmental performance. In addition, as part of regular biannual internal audits, members of staff are interviewed about the aspects of their work that relate to EMAS. The results of the internal audits and the key messages from the annual environmental statement report are presented to staff every year as part of the programme meetings.

([12]) The CAAR 2023 is available on the EEA website.

To encourage more sustainable consumption and efficient resource use by employees in the workplace, as well as at home, the EMAS working group provides regular information, including green tips, for example on the EMAS working groups site 'EMAS – our environmental commitment' and on the EEA intranet. The EMAS working group site was established in 2020 to engage with staff during the Covid-19 pandemic, to share ideas, questions, links and tips about our environmental commitment at the EEA. The EMAS page on the EEA intranet was also refreshed and provides up-to-date information on EMAS activities at the EEA throughout the year.

4.2.4 Improvements and action plan

Table 4.2 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
7. Various positive environmental impacts of the EEA — awareness rising	Green internal and external communication/awareness raising activities	Develop and implement an integrated approach to internal and external communication (communication plan)	EMAS working group/COM	Implemented
		Initiate and contribute to knowledge-exchange activities in the EUAN, the EU Agencies´Greening subnetwork, GIME and EPA	EMAS working group/RES	Implemented

Notes: RES, Resources; COM, Communication; GIME, Group on Environmental Management; EPA, Environmental Protection Agency network.

4.3 Other environmental impacts not monitored in quantitative terms

This section includes other environmental impacts that are not monitored in quantitative terms. These include environmental, economic and social impacts and the internal environment (Table 4.3).

Table 4.3 Evaluation of action plan 2024

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
8. Environmental, economic and social impacts	All EEA activities.	Raise awareness of synergies between positive environmental impacts and staff health and well-being aspects (e.g. reduced meat consumption, commuting by cycling)	EMAS working group/well-being coordinator	Implemented
9. Internal environment	Environment in buildings, health and safety aspects.	Provide information on how to maximise environmental co-benefits in the renovation of the office space in KN6 and the 'new way of working'.	EMAS working group	Implemented

Source: EMAS working group.

5 Progress towards environmental performance indicators, 2024

Table 5.1 Assessment of the distance between environmental performance and environmental targets, 2024

Environmental aspect	Source of impact	Action plan	Performance indicator 2024	Target 2024	Performance 2024	Performance compared with target
1. Energy consumption	Total direct energy consumption (total electricity and heating)	Raise awareness and promote energy efficiency and renewable energy solutions	Zero-growth in total direct energy consumption for 2023 (based on the 5-year rolling average for 2019-2023)	1,349,561kWh	1,165,784kWh	-13.6%
	Total renewable energy consumption (total electricity)		Continue to use 100% renewable electricity.	100%	100%	100%
	'Staff-related' use of electricity in offices and meeting rooms (personal computers, printers, copy machines, lights, etc.)		Zero-growth in staff-related electricity consumption per FTE for 2023 (based on the 5-year rolling average for 2019-2023)	1,483 kWh/ FTE	1,098 kWh/FTE	-26.1%
2. Paper consumption	Printing documents and emails	Promote paperless office and maintain reduced printing habits adopted during the Covid-19-induced lockdown	Zero growth in A4 sheets printed (based on the rolling 5-year average for 2019-2023)	350,945 A4 sheets	230,957 A4 sheets	-34.2%
		Continue digitalisation of administrative workflows (e.g. implementation of SYSPER)	Zero growth in A4 sheets printed per FTE (based on the rolling 5-year average for 2019-2023)	1,592 A4 sheets/FTE	822 A4 sheets/FTE	-48.4%
	Printing publications externally	Continue to apply to the EEA's 'zero-print publication policy'	Zero printing of EEA publications	0 A4 pages	0 A4 pages	100%
3. Water	Water consumption (canteen, staff kitchens/ kitchenettes, coffee areas, toilets and showers)	Raise awareness and promote resource-efficient water consumption	Zero growth in water consumption (based on the rolling 5-year average for 2019-2023)	951 m^3	2,054 m^3	+116%*
			Zero growth in water consumption per FTE (based on the rolling 5-year average for 2019-2023)	4.1 m^3/FTE	7.3 m^3/FTE	+78%

Table 5.1 Assessment of the distance between environmental performance and environmental targets, 2024 (cont.)

Environmental aspect	Source of impact	Action plan	Performance indicator 2024	Target 2024	Performance 2024	Performance compared with target
4. Waste generation	Waste reduction, sorting and recycling	Raise awareness of avoiding, sorting and recycling waste	Zero growth in total generation of waste (based on the rolling 5-year average for 2019-2023)	36,809 kg	27,727 kg	-13.4%
			Zero growth in total waste per FTE (based on the rolling 5-year average for 2019-2023)	163 kg/FTE	92 kg/FTE	-39.5%
		Provision of a 'Green IT policy'	'Green IT policy' provided		Developed	Implemented
5. Greenhouse gas emissions	Carbon footprint of the EEA including scope 1, 2 and 3 of the Greenhouse Gas Protocol methodology, in particular staff business travel, external participants coming to EEA-organised meetings	Continue to replace staff travel with blended meetings and videoconferencing to a large extent	CO_2e target for 2023 according to the 'high-ambition level scenario' trajectory towards climate neutrality by 2030	699 tCO_2e	617 tCO_2e	-11.7%
		Raise awareness and promote continuation of reduced staff travel practices	EEA stakeholder meeting guidance provided	Not quantified	Guidance developed and promoted	
		Development of 'EEA stakeholder meeting guidance'			Guidance developed	
		Continue to replace meetings on EEA premises with blended meetings and videoconferencing to a large extent			1/3 of governance meetings (NFPs, MB) online and/or hybrid.	
		Promote continuation of reduced travel practices among external participants of EEA-organised meetings				

Table 5.1 Assessment of the distance between environmental performance and environmental targets, 2024 (cont.)

Environmental aspect	Source of impact	Action plan	Performance indicator 2024	Target 2024	Performance 2024	Performance compared with target
6. Various negative environmental impacts of the EEA	All procurement	Raise awareness of the appropriate implementation of green procurement	Provision of information on green procurement for staff	Not quantified	Information provided	
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased	100% of procurement aligned with EU directives 100% of purchases are carried out against best available environmental criteria	100% 100%	Integrated in tender procedure and management plan system	
7. Various positive environmental impacts of EEA awareness raising	Green internal and external communication/ awareness-raising activities	Develop and implement an integrated approach to internal and external communication (communication plan)	Communication plan developed.	Not quantified	Communication plan implemented	
		Initiate and contribute to knowledge-exchange activities in the EUAN, the EU Agencies' Greening subnetwork, GIME and EPA.	Active participation in the EUAN, greening network and GIME.	Not quantified	Contribution to EUAN coordination provided. EMAS coordinator actively participated in Greening network, EMAS days and GIME	
9. Internal environment	Environment in buildings, health and safety aspects	Provide information on how to maximise environmental co-benefits in the renovation of the office space in KN6 and the 'new way of working'.	Active participation in the cross-agency working group on the renovation of the office space in KN6 and the new way of working	Not quantified	Effective collaboration with cross-agency group on the future workplace	

Notes: * Water consumption was particularly strongly affected by the pandemic (2020 and 2021). This shows clearly in the 5-year average. If the 5 previous 'normal years' (2017, 2018, 2019, 2022 and 2023) were used as the basis for calculation of the target, then absolute water consumption would be up by 12.1% while the average per full-time equivalent would be down by 17.5%.

RES, EEA Resources; CNS, EEA Coordination, Network and Strategy; COM, EEA Communication; DTL, EEA Digital; EUAN, EU Agencies Network; GIME, Group on Environmental Management; EPA, Head of Environment Protection Agency network; HoUs, EEA heads of unit.

Annex 1 A ‘high-ambition level pathway’ towards a climate neutral EEA

The Green Deal ambition for the EU is to achieve at least 55% net emission reductions by 2030 compared to 1990 and to become climate neutral by 2050. In this context, the European Commission committed to reach climate neutrality in its operations by 2030 and many EU institutions followed suit, for example, the European Parliament, the Economic and Social Committee, the European Court of Auditors and a number of European Agencies.

In November 2020, the EEA also decided to become climate neutral. In the course of 2021, the EEA contracted Ramboll and CO2logic to support the development of concrete pathways towards climate neutral operations. The objective of the climate neutrality pathways is to identify an array of feasible actions to reduce the EEA's greenhouse gas emissions to help deliver climate neutrality by 2030, with remaining emissions to be compensated (offset) through purchased carbon removal credits.

In January 2022, the Executive Director endorsed the high-ambition-level scenario, which assumes that more than 50% of the EEA's greenhouse gas emissions will be reduced by 2030 compared to 2019 levels. Specific measures to achieve greenhouse gas emission cuts are under consideration and will be prioritised and approved on an annual basis as part of the EEA's environmental management activities.

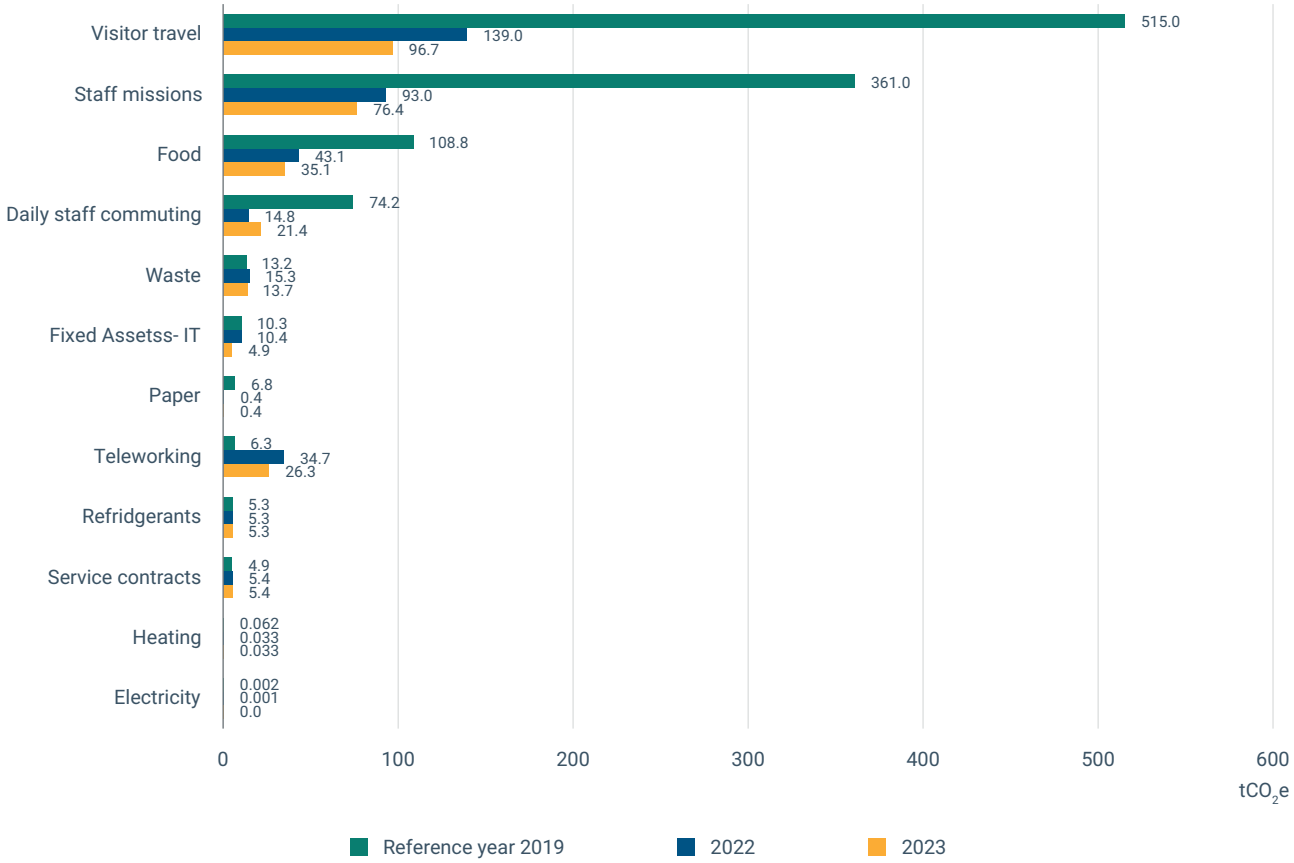
Results of the carbon footprint assessment

The year 2019 was selected as the base year for the climate neutrality pathways as it represents the last full year of 'normal' EEA operations pre-Covid. In 2019, the EEA's carbon footprint was estimated to be 1,204 tCO_2e compared to 312 tCO_2e in 2020. Visitor meetings and staff travel combined constituted 73% of the EEA's carbon footprint in 2019, by far the two main contributions.

The EEA's carbon footprint was calculated in accordance with the Bilan Carbone Methodology (developed by ADEME) and the greenhouse gas Protocol (developed by the World Resources Institute and the World Business Council for Sustainable Development). Both methodologies are in line with the ISO 14064 standard and are commonly used by EU institutions. According to these methods, direct greenhouse gas emissions that are owned and controlled by the EEA and certain indirect emissions not directly controlled by the EEA were included in the scope of the carbon footprint, for example:

- refrigerant losses on the premises (direct)
- electricity and district heating (indirect)
- purchased services, e.g. canteen (indirect)
- security and cleaning contracts (indirect)
- purchased goods, e.g. paper for printing and reports, catered food (indirect)
- fixed assets, e.g. building, IT equipment (indirect)
- staff and visitor travel, staff commuting, teleworking (indirect)
- waste management (indirect).

Figure A 1.1 EEA carbon footprint in the reference year 2019



Source: Ramboll, CO2Logic, 2022.

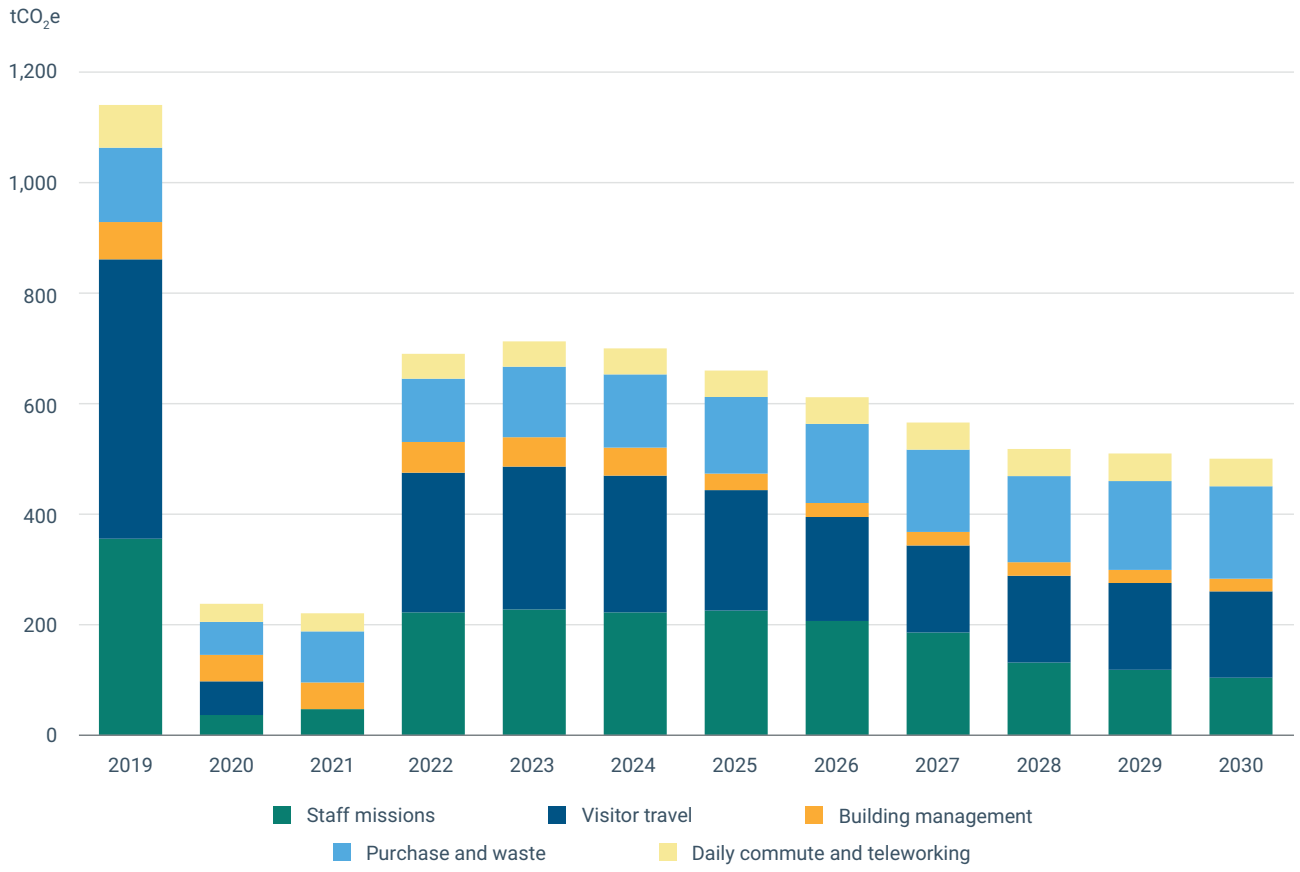
Defining an ambition level for reductions

The consultants developed two scenarios — a high-ambition and a medium-ambition level scenario. The scenarios were developed 'bottom up', by aggregating identified GHG mitigation measures, which can themselves each be implemented with higher or lower ambition. This approach opens a range of possibilities between what could be considered lower and upper boundaries for possible reduction pathways towards reducing the EEA's carbon footprint. The use of removal credits is still needed to obtain climate neutrality for both scenarios, but to a differing extent. The GHG mitigation measures were defined based on a comprehensive set of qualitative and quantitative criteria including plausibility (implementation, co-benefits, and drivers), feasibility (investment and operational costs, applicability and site sensitivity), and impact. This follows a similar approach to that followed by the consultants when delivering work for the European Commission's climate neutrality roadmap. The mitigation actions target GHG emissions in five areas:

- Building management: electricity and heating consumption and refrigerants
- Staff travel: travel of staff for missions (trains, flights, hotels)
- New ways of working: daily commute and teleworking
- Visitor travel: travel of visitors paid by the EEA (trains, flights, hotels)
- Purchased goods and services: purchase (IT equipment, canteen contract, services contract, etc.) and waste management.

The high ambition scenario is estimated to deliver a 54% emissions reduction in 2030 in comparison to the 2019 carbon footprint. This implies that around 46% of residual emissions will still need to be compensated to reach climate neutrality. Expressed in relative terms per assumed FTE, the reduction is -67% of emissions per FTE, i.e. from 5.8 tCO_2e/FTE in 2019 to 1.9 tCO_2e/FTE in 2030. For comparison, the 'Covid' 2020 level was 1.3 tCO_2e/FTE.

Figure A1.2 Emission reduction pathway, 2019-2030



Source: Ramboll, CO2Logic, 2022.

The medium-ambition level scenario is estimated to deliver a 28% emissions reduction in 2030 in comparison to the 2019 carbon footprint. This means that 72% of residual emissions would need to be compensated to reach climate neutrality. A significant relative reduction of carbon footprint per FTE is observed in this scenario as well, i.e. a decrease from 5.8 tCO_2e/FTE in 2019 to 3.1 tCO_2e/FTE in 2030 (2.5 times higher than the 'Covid' 2020 level of 1.3 tCO_2e/FTE).

Table A 1.1 Comparison of most impactful measures in medium- and high-ambition scenarios

Emissions source domains	Base year emissions 2019 (tCO_2e)	Share of total emissions 2019	Actions: emission reductions (medium/high) (% of 2019 emissions source domain)
Staff travel	355	28%	Staff guidance/policy for missions (and carbon budget constraints): -33%/-50% of physical missions and related emissions.
			50% of remaining missions to Brussels and some other cities by train: -1%/-22%
Visitor meetings	506	44%	Staff guidance for visitors' meetings (and /or budget constraints): -20%/-40% of visitors' physical missions and related emissions.
			Obligation to always propose hybrid meeting options for visitors: -25%/-50% of the remaining physical travels.
Building management	68	6%	Building insulation: -9%/-18%, heating management optimisation: -9%/-27%
			Office space reduction: -30%/-40%

Source: Ramboll, CO2Logic, 2022.

Annex 2 Environmental management programme 2025

The performance of each environmental aspect is assessed by default against the rolling average of the previous 5 years' performance. The performance indicators are — as a minimum — zero-growth targets compared with the 5-year rolling average. The years 2020 and 2021 are statistical outliers (lower emissions, lower waste generation, etc.) because of the Covid-19 pandemic and could have been excluded from the 5-year average. Keeping these outlier years in the 5-year average, however, leads to lower average figures and thus a moderate increase in the level of ambition throughout all environmental performance indicators for the coming years. The EEA therefore included 2020 and 2021 in the 5-year average.

Table A 2.1 Environmental management programme for the year 2025

Environmental aspect	Source of impact	Action plan	Responsible for implementation	Performance indicator 2024	Target 2024	Target 2025
1. Energy consumption	Total direct energy consumption (total electricity and heating)	Raise awareness and promote energy efficiency and renewable energy solutions	COM, EMAS working group	Zero-growth in total direct energy consumption for 2025 (based on the 5-year rolling average for 2020-2024)	1,349, 561 kWh	1,280,275 kWh
	Total renewable energy consumption (total electricity)			Continue to use 100% renewable electricity.	100%	100%
	'Staff-related' use of electricity in offices and meeting rooms (personal computers, printers, copy machines, lights, etc.)			Zero-growth in staff-related electricity consumption per FTE for 2025 (based on the 5-year rolling average for 2020-2024)	1,483 kWh/FTE	1,307 kWh/FTE
2. Paper consumption	Printing documents and emails	Promote paperless office and maintaining reduced printing habits	EMAS working group	Zero growth in A4 sheets printed (based on the 5-year rolling average for 2020-2024)	350,945 A4 sheets	219,548 A4 sheets
		Continue digitalisation of administrative workflows (e.g. implementation of SYSPER)	RES	Zero growth in A4 sheets printed per FTE (based on the 5-year rolling average for 2020-2024)	1,592 A4 sheets/ FTE	918 A4 sheets/FTE
	Printing publications externally	Continue to apply to the EEA's 'zero-print publication policy'	COM	Zero printing of EEA publications	0 A4 pages	0 A4 pages

Table A 2.1 Environmental management programme for the year 2025 (cont.)

Environmental aspect	Source of impact	Action plan	Responsible for implementation	Performance indicator 2024	Target 2024	Target 2025
3. Water	Water consumption (canteen, staff kitchens/ kitchenettes, coffee areas, toilets and showers)	Raise awareness and promote resource-efficient water consumption	EMAS working group, HoUs	Zero growth in water consumption (based on the 5-year rolling average for 2020-2024)	951 m^3	1,003 m^3
				Zero growth in water consumption per FTE (based on the 5-year rolling average for 2020-2025)	4.1 m^3/FTE	4.0 m^3/FTE
	Water use in the canteen	Promote resource efficient water consumption in the canteen	EMAS working group, RES	Zero growth in canteen water consumption (based on 5-year average for 2020-2024)	459	473 m^3
4. Waste generation	Waste reduction, sorting and recycling	Raise awareness of avoiding, sorting and recycling waste	EMAS working group, RES	Zero growth in total generation of waste (based on the 5-year rolling average for 2020-2024)	36,809 kg	33,189 kg
				Zero growth in total waste per FTE (based on the 5-year rolling average for 2020-2024)	163 kg/FTE	141 kg/FTE
		Provision of a 'Green IT policy'	DTL	'Green IT policy' provided		Endorsed

Table A 2.1 Environmental management programme for the year 2025 (cont.)

Environmental aspect	Source of impact	Action plan	Responsible for implementation	Performance indicator 2024	Target 2024	Target 2025
5. Greenhouse gas emissions	Carbon footprint of the EEA including scope 1, 2 and 3 of the Greenhouse Gas Protocol methodology, in particular staff business travel, external participants coming to EEA-organised meetings	Identification and elaboration of an operational set of measures to move towards the EEA's climate neutrality ambition.	EMAS working group, staff			Set of measures developed
		Continue to replace staff travel with blended meetings and videoconferencing to a large extent	HoUs, all staff	CO_2e target for 2023 according to the 'high-ambition level scenario' trajectory towards climate neutrality by 2030	699 tCO_2e	659 tCO_2e
		Raise awareness and promote continuation of reduced staff travel practices	EMAS working group, HoUs			
		Development of 'EEA stakeholder meeting guidance'	CNS	'EEA stakeholder meeting guidance' provided		
		Continue to replace meetings on EEA premises by blended meetings and videoconferencing to a large extent	HoUs, all staff			
		Promote continuation of reduced travel practices among external participants of EEA-organised meetings	HoUs			
6. Various negative environmental impacts of the EEA	All procurement	Raise awareness of the appropriate implementation of green procurement	RES	Provision of information on green procurement for staff	n.a.	n.a.
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased	RES, all staff	100% of procurement aligned with EU directives	100%	100%
				100% of purchases are carried out against best available environmental criteria	100%	100%

Table A 2.1 Environmental management programme for the year 2025 (cont.)

Environmental aspect	Source of impact	Action plan	Responsible for implementation	Performance indicator 2024	Target 2024	Target 2025
7. Various positive environmental impacts of EEA awareness raising	Green internal and external communication/ awareness-raising activities	Develop and implement an integrated approach to internal and external communication (communication plan)	EMAS working group, COM	Communication plan developed	n.a.	n.a.
				Active participation in the EUAN, greening network and GIME	n.a.	n.a.
		Initiate and contribute to knowledge-exchange activities in the EUAN, the EU Agencies' Greening subnetwork, GIME and EPA.	EMAS working group, RES			
9. Internal environment	Environment in buildings, health and safety aspects	Provide information on how to maximise environmental co-benefits in the renovation of the office space in KN6 and the 'new way of working'.	EMAS working group	Active participation in the cross-agency working group on the renovation of the office space in KN6 and the new way of working	n.a.	n.a.

Notes: RES, EEA Resources; CNS, EEA Coordination, Network and Strategy; COM, EEA Communication; DTL, EEA Digital; EUAN, EU Agencies Network; GIME, Group on Environmental Management; EPA, Head of Environment Protection Agency network; HoUs, Heads of Unit; n.a., not applicable.

Abbreviations

AIB	Association of Issuing Bodies
CAAR	EEA's consolidated annual activity report
CNS	Coordination, Network and Strategy
COM	Communication department
DTL	Digital department
EC	European Community
EEA	European Environment Agency
EECS	European Energy Certificate System
EGD	European Green Deal
Eionet	European Environment Information and Observation Network
EMAS	EU Eco-Management and Audit Scheme
EMS	Environmental management system
EPA	Environmental Protection Agency
EU	European Union
EUAN	EU Agencies Network
FTE	Full-time equivalent
GHG	Greenhouse gas
GIME	EU inter-institutional group on Environmental Management
HoUs	Heads of unit
ICT	Information and communications technology
IT	Information technology
KN6	Kongens Nytorv 6
KN8	Kongens Nytorv 8
MFD	Multifunctional device
RECS	Renewable Energy Certificate System
RES	Resources deparment
SDGs	Sustainable Development Goals

References

AIB, 2021, 'EECS', Association of Issuing Bodies (https://www.aib-net.org/eecs).

Copenhagen Municipality, 2021, 'The CPH 2025 climate plan' (The CPH 2025 Climate Plan | Urban Development (kk.dk))

Copenhagen Municipality, 2023, Climate Plan 2035 (Climate Plan 2035 | Urban Development (kk.dk))

EEA, 2024, European Environment Agency Single Programming Document 2024-2026, adopted by the EEA's Management Board by written procedure on 24 January 2024 (Single programming document 2024-2026 — European Environment Agency (europa.eu)

EEA, 2024, EEA environmental management handbook, European Environment Agency, internal use/unpublished

European Commission, 2021, 'A European Green Deal' (https://ec.europa.eu/info/strategy/priorities-2019-2024/european-green-deal_en)

European Commission, 2024, 'EMAS – Environment' (https://ec.europa.eu/environment/emas/index_en.htm)

HOFOR, 'District heating' (https://www.hofor.dk/privat/fjernvarme)

Ramboll, CO2Logic, 2022, 'Towards a climate neutral EEA', final report for the European Environment Agency (EEA), internal use/unpublished

European Environment Agency

Environmental statement 2024
2025 — 51 pp. — 21 x 29.7 cm

ISBN: 978-92-9480-747-2
doi:10.2800/3308603

Getting in touch with the EU

In person
All over the European Union there are hundreds of Europe Direct information centres. You can find the address of the centre nearest you at: https://european-union.europa.eu/contact-eu_en

On the phone or by email
Europe Direct is a service that answers your questions about the European Union. You can contact this service:
by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls),
or at the following standard number: +32 22 99 96 96 or by email via: https://european-union.europa.eu/contact-eu_en

Finding information about the EU

Online
Information about the European Union in all the official languages of the EU is available on the Europa website at: https://european-union.europa.eu/index_en

EU publications
You can download or order free and priced EU publications at: https://op.europa.eu/en/web/general-publications/publications.
Multiple copies of free publications may be obtained by contacting Europe Direct or your local information centre (see https://european-union.europa.eu/contact-eu_en).

European Environment Agency

European Environment Agency
Kongens Nytorv 6
1050 Copenhagen K
Denmark
Tel.: +45 33 36 71 00
Web: eea.europa.eu
Enquiries: eea.europa.eu/enquiries

TH-01-25-040-EN-N
doi:10.2800/3308603

Publications Office
of the European Union