

Environmental statement 2025

Eco-management
and audit scheme
EMAS at EEAS



European Union
EXTERNAL ACTION



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Foreword

The European External Action Service stands at the intersection of Europe's values and its global responsibilities. As the EU's diplomatic service, we are called upon to project the European Green Deal beyond our borders, shaping a greener, more resilient and more sustainable world through our Green Diplomacy and partnerships worldwide. At the same time, credibility abroad begins with integrity at home. This is why we are equally committed to embedding sustainability in our own operations and leading by example through the implementation of the EU Eco-Management and Audit Scheme (EMAS).

This first Environmental Statement of the EEAS follows our successful EMAS verification in 2025. As the youngest of the EU institutions, we are proud to now join the EMAS family. This milestone underlines our determination to meet the same high environmental standards as our institutional partners, while reflecting the unique character of our organisation - a diplomatic service with a global footprint, operating both at headquarters and in 145 Delegations worldwide.

Our EMAS registration covers the EEAS headquarters buildings in Brussels and centrally managed activities. While the global network of Delegations cannot realistically be included in EMAS, given their diversity and scale, we have launched a pilot "light" environmental management system in selected Delegations, with the aim of gradually rolling it out. In this way, EEAS headquarters lead by example, while our Delegations act as visible showcases of the EU's commitment to the Green Deal and the green transition worldwide.

This Environmental Statement reflects both the political and the operational dimensions of our mission. It shows how we translate high-level ambition into practical action: reducing the carbon footprint of our buildings, shifting to sustainable mobility, cutting waste and resource use, and embedding green criteria into our procurement. These results - from major reductions in energy use, water and paper consumption, to advances in recycling and sustainable transport - demonstrate that we are firmly on track to meet our 2030 objectives, whilst strengthening our ability to manage risks and resources efficiently.

EMAS registration is not an end point, but the beginning of a process of continual improvement. I want to recognise the dedication of the many colleagues - at headquarters, in Delegations, and in our missions - who are making the EEAS greener every day. Their commitment shows that sustainability is not only a political imperative but also a shared responsibility, lived out in our daily choices and professional practice.

As we publish this Environmental Statement, we reaffirm that the EEAS will continue to integrate sustainability across its diplomacy, its security and defence activities, and its internal management.

By linking the political and the operational, we strengthen our credibility, our resilience, and our contribution to a sustainable future for Europe and the world.



Kristin de Peyron

Director-General for Resource Management
Chair of the EEAS Environment Steering Committee

Executive summary

This Environmental Statement forms part of the European External Action Service's Eco-Management and Audit Scheme (EMAS) and reports on environmental performance for calendar year 2024, benchmarked against the 2019 baseline and the interim years 2022 and 2023. It describes the organisational scope, the environmental management system, legal-compliance status and progress towards the Service's 2030 sustainability objectives.

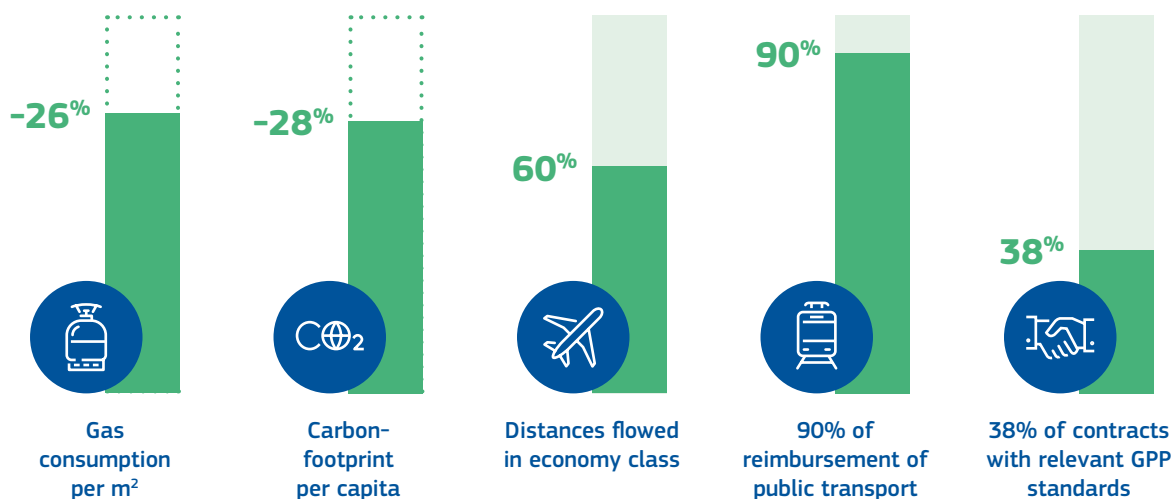
The year 2024 has been a pivotal one for EEAS in its EMAS journey. Building on the policies and training programmes launched in 2023, EEAS has taken significant preparatory steps toward first-time EMAS registration, scheduled for 2025. These early actions have already delivered promising results, with several key objectives for 2030 showing notable progress. The active engagement of EEAS staff has been successfully fostered, with regular communication on EMAS initiatives. Additionally, reductions in waste production, paper usage, and water consumption indicate strong progress toward the organisation's long-term sustainability goals.

The «Making buildings sustainable» initiative has yielded positive outcomes, with **gas consumption per square meter reduced by 26 % compared to the 2019 baseline**, keeping EEAS on course to meet its 2030 target, and contributing to a **per capita carbon-footprint reduction of 28 %**. In the field of sustainable transport, while key progress has been made, such as achieving the target of **increasing economy flights to cover 60 % of the**

distances, there is an opportunity to strengthen data collection, particularly for Delegations. Efforts to prioritise train travel for distances under 550 km also present an area for further improvement, as does the reduction of emissions related to staff relocations. A commuting policy was developed in accordance with the Brussels regional legislation to promote sustainable mobility, which has led to an **increase of public transport reimbursement to 90%**.

Sustainable procurement also advanced, with the introduction of tender templates incorporating Green Public Procurement (GPP) criteria, and **38% of high-value tender procedures have resulted in contracts with relevant GPP standards**, reflecting ongoing progress in responsible procurement practices. On legal compliance and pollution prevention, EEAS adheres to the relevant legislation and is addressing a handful of identified minor-non conformities through corrective-action plans.

In summary, EEAS has made significant headway toward its 2030 environmental objectives, with many targets already achieved and others advancing steadily. Looking ahead, the focus will be on further enhancing data collection, challenges in transport and relocation emissions, refining the methodology and reporting on greenhouse gas emissions, and reinforcing sustainable procurement strategies. With sustained management support and continued staff involvement, the EEAS remains on course to meet - or exceed - its long-term environmental goals.



1. INTRODUCTION

The European External Action Service (EEAS) plays an integral role in supporting the European Union's efforts to combat climate change and promote sustainable development. As a key actor in delivering the European Green Deal abroad, the Service advances the green transition through Green Diplomacy while embedding sound environmental practices into everyday operations. To reinforce this approach, the EEAS is pursuing full registration under the EU Eco-Management and Audit Scheme (EMAS)¹, aiming to show how a diplomatic service can systematically measure, manage and reduce its environmental footprint. Success will depend on shared responsibility and the active participation of every member of staff.

This document outlines the yearly performance of EEAS' EMAS cycle in 2024. This includes the organisational profile and EMAS registration, Environmental management and performance, Evaluation of environmental performance, Legal compliance and regulations and EEAS' compliance statement.



1. REGULATION (EC) No 1221/2009 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), repealing Regulation (EC) No 761/2001 and Commission Decisions 2001/681/EC and 2006/193/EC

2.

ORGANISATION PROFILE AND EMAS REGISTRATION

2.1. Activities, products and services

The European External Action Service (EEAS) is the diplomatic body responsible for executing the EU's international relations. Led by the High Representative for Foreign Affairs and Security Policy, EEAS oversees the EU's Common Foreign and Security Policy and Common Security and Defence Policy. EEAS does not create or implement policies itself but assists in preparing actions for the High Representative, European Commission (EC), or the Council. In addition, EEAS also manages EU diplomatic missions, intelligence, and crisis management.

The activities of EEAS fall within the scope of the following NACE codes:

- 99.00: Activities of extraterritorial organisations and bodies.
- 84.21: Administration and operation of the ministry of foreign affairs, diplomatic, and consular missions stationed abroad or at offices of international organisations.

Primarily, EEAS activities involve administrative tasks, communication, and public outreach, complemented by additional functions such as organising conferences and meetings, supporting local activities. Activities covered under EMAS encompass the daily operations of the EEAS in HQ (or centralised in HQ), both on-site and in connection with EEAS premises, including tasks carried out by third parties, such as contractors, on EEAS behalf. Specific activities of EEAS are the missions or business trips, as well as relocations due to the rotation of staff and the high needs for security due to the sensitivity of EEAS activities.

It is important to clarify that the EEAS does not operate in “classic” administration buildings, as its activities and infrastructure differ due to the unique nature of its operations.

- Enhanced cooling requirements: A higher need for cooling equipment exists to support secure communication rooms and the crisis response centre, which includes extensive screens and specialised equipment.
- Data centres: The EEAS hosts data centres that also serve its delegations, reflecting the organisation's global scope and operational complexity.

2.2. Relationship to stakeholders

The stakeholder analysis is set up and reviewed annually by the EMAS environmental coordinator, with input from relevant environmental correspondents and managers (see Chapter 3.2 for an explanation of roles). This process ensures a comprehensive understanding of the interests, needs and expectations of the interested parties. The key findings and changes from this analysis are presented as part of the yearly management review, providing valuable input for the development of the communication plan. Based on the stakeholders influence and interest in relation to EEAS's environmental performance, they are divided into four quadrants (see Figure 1) which guide the communication level for each group.

This structure and methodical approach ensure that all stakeholders are engaged appropriately, in line with their level of influence and interest, thereby supporting the EEAS's commitment of transparent and effective stakeholder communication and engagement. Effective stakeholder communication is essential for promoting sustainable and responsible policymaking.

- **High influence, high interest:** These stakeholders play an important role in environmental policy implementation and require regular and transparent communication. Close management of these stakeholders is required to ensure alignment and cooperation. Key stakeholders include:
 - Local authorities;
 - Staff, management, and other European institutions;
 - Office for infrastructure and logistics in Brussels (OIB) who's in charge of the maintenance of EEAS' buildings and other services; and
 - Landlords.
- **High influence, low interest:** Member states have limited interest in environmental management, while having high influence. Therefore, periodic updates and strategic collaboration are necessary to secure support and raise awareness to keep them satisfied.
- **Low influence, high interest:** The corporate travel agency, the interns and the Green Diplomacy, the delegations as well as civilian and military operations fall under this category. They play an important role in promoting sustainable initiatives, because they have a strong interest in environmental issues, despite their relatively lower influence on decision-making. Keeping these stakeholders well informed and engaged is essential to maintain their support and enthusiasm.
- **Low influence, low interest:** These stakeholders have limited influence over environmental policy, but communication effort can focus on raising awareness and encouraging sustainable practices within the broader community:
 - Electricity provider;
 - Interinstitutional Group of Environmental Managers (GIME); and
 - Security; visitors; press; general public; neighbours.

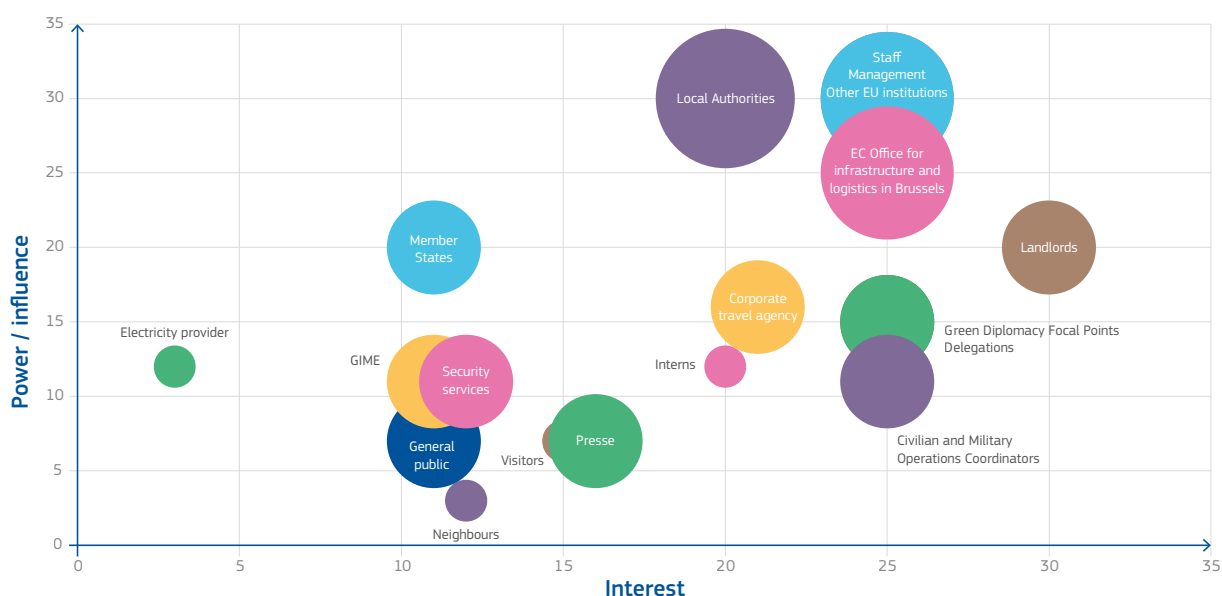


Figure 1.
Communication need for different stakeholder groups.

2.3. Scope

The scope of the EMAS certificate includes the three headquarters (HQ) sites of EEAS in Brussels. This includes NEO (from 2024 onwards, replacing KORT), Belmont (BLMT), and Schuman (also called Capital or EEAS main building). Table 1 gives an overview including more details per building such as the surface area, address and building access plan. All support and administrative activities taking place within that geographical scope are covered by the environmental management system.

The content and impacts of core business, such as diplomacy and the EU's civilian and military missions under the Common Security and Defense Policy (CSDP) are not managed through EMAS, since the EEAS does not have direct influence over related policy decisions. These are taken at the level of other EU institutions, notably the Council of the European Union and the European Commission, of which the High Representative/Vice-President (HR/VP) – the political leader of the EEAS – is a member. The HR/VP of the European Union has a dual role, acting as both the High Representative for Foreign Affairs and Security Policy and a Vice-President of the European Commission. This dual position ensures consistency between the EU's foreign policy and other policy areas. The HR/VP is chosen by the European Council and works with the European External Action Service (EEAS) to implement and coordinate the EU's foreign policy.



	NEO	BELMONT (BLMT)	Schuman (Capital)
Address	Rue d'Arlon 88, 1046 Brussels Belgium	Rue d'Arlon 62, 1046 Brussels Belgium	Rond Point Schuman 9 1046 Brussels Belgium
Surface area	18 708 m ²	13 169 m ²	61 486 m ²
Certificate	In July 2025, the NEO complex obtained a BREEAM In-Use certificate rated 'Excellent' (Asset performance 70.2%), valid until July 2028 – Certificate No. BIU00014652-2.0		In June 2024, the Capital (Schuman) building obtained a BREEAM In-Use certificate rated 'Excellent' (Asset performance 71.4%), valid until June 2027 – Certificate No. BIU00113346-2.0

Table 1.
General information about the different headquarters

Until June 2024, EEAS also occupied the KORT complex, situated in Avenue de Cortenbergh 150-158 in Brussels. This complex was abandoned and staff moved to the renovated NEO complex during the first semester 2024.

In headquarters, EEAS also occupies some office space in a building of the European Council, the LEX building (1 020 m²). In 2019 (baseline year) the EEAS occupied one additional building, the Belliard 100 (B100, 5 243 m²) and some office space in a European Commission building, the MERO (593 m²); those were abandoned in 2021.

Besides headquarters, EEAS also operates in 145 delegations worldwide and 20 civilian or military missions worldwide. While it is important not to exclude them from the management system, including them in the EMAS registration is not feasible, especially since local regulations and infrastructures may differ significantly from those in Brussels.

To develop the most effective approach while considering the environmental management needs, resources, and local conditions of delegations—including environmental challenges and Green Diplomacy priorities—a pilot group was established. This group, representing all geographical regions with EEAS delegations, will lead the implementation of a streamlined “light” Environmental Management System (EMS).



3.

ENVIRONMENTAL MANAGEMENT AND PERFORMANCE

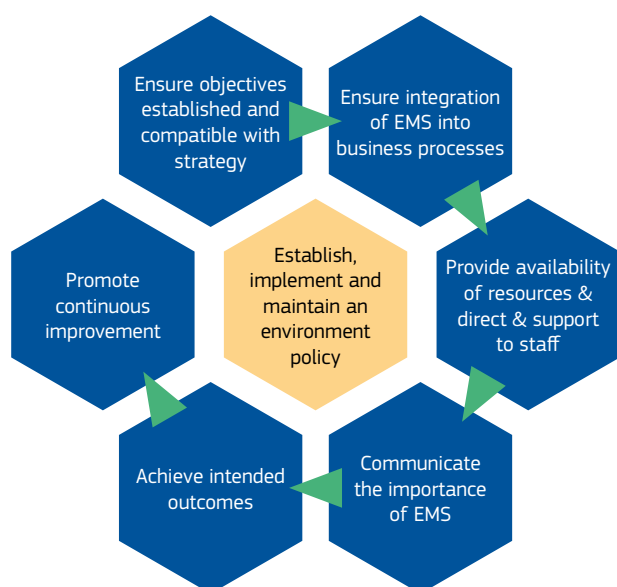
3.1. Environmental policy

The EMAS environmental policy underscores the EEAS' commitment to the environmental management system. It defines the dedication to continuously improve their impact, contribute to the sustainable development goals, ensure legal compliance and prevent pollution. The environmental policy was developed in December 2023 by the EMAS environmental coordinator in consultation with relevant stakeholders, and approved by the Steering Committee, before signature by the Secretary General. The environmental policy will be reviewed when there are significant changes in the EMAS scope and/or the environmental commitments. The policy is permanently accessible to all employees and third parties via the [EEAS website](#) and intranet, and it is displayed at the entrance of buildings. The environmental policy can be found in Annex I.

3.2. Governance structure

The EEAS operates within a comprehensive governance structure, designed to ensure the effective implementation of its EMS. The adoption of the organisational structure of the EMS at the EEAS has been formalised through an official note, signed by the Secretary-General of EEAS in 2023.

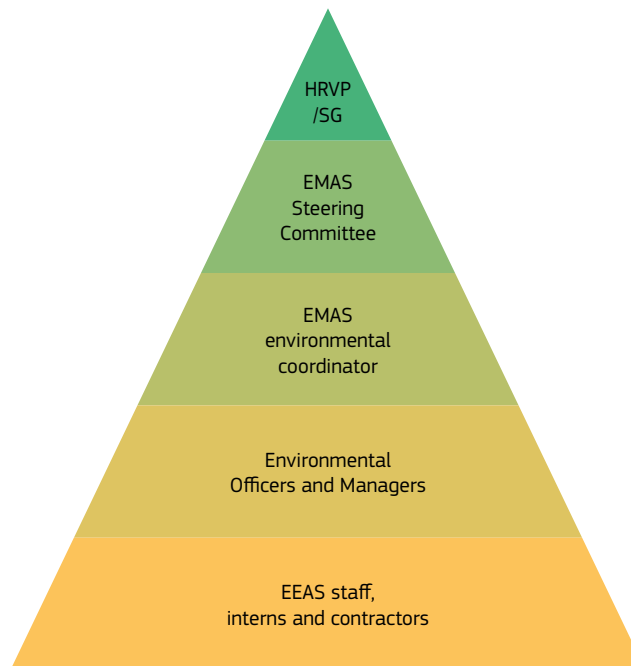
The effective implementation of the EMAS management system within the EEAS begins with strong leadership and its integration across the entire organisation and its business processes. Senior management holds the responsibility for implementing the seven pillars of the EMAS system, as shown in Figure 2.



*Figure 2.
Responsibilities of
senior management within
the EMAS system*

Senior management is also accountable for the overall effectiveness of the system, ensuring that the EMS achieves its intended objectives and continually contributes to the EEAS's environmental commitments. In the context of EMAS, leadership is represented by the two top layers of the organisational structure represented in Figure 3.

Figure 3.
*Governance structure
of EEAS*



- At the top of the pyramid are the **High-Representative and Vice-President (HRVP) and the Secretary-General (SG)**, who play a pivotal role in the strategic oversight of the EMS. Their responsibilities include approving policies, allocating the necessary resources, and guiding management to demonstrate leadership in environmental matters. Furthermore, they provide direction and support to all staff, fostering a collaborative effort to enhance the effectiveness and continuous improvement of the EMS across the organisation.
- The next level of the governance structure is the **EMAS Steering Committee**, a representative body tasked with ensuring that the strategic orientation of the EMS aligns with the priorities and commitments of the EEAS. The Steering Committee plays a pivotal role in overseeing the implementation of the EMS and ensuring its coherence with the EEAS' assessment, environmental programme, communication and training plan, and environmental statement.
- The **EMAS Environmental Coordinator** acts as the key point of contact and driving force for the EMS at the operational level. This coordinator is appointed as the Management Representative for the EMS and has the responsibility to ensure that the EMS complies with all relevant environmental regulations and EMAS requirements. In addition, the EMAS environmental coordinator must report on environmental performance, challenges, and opportunities for improvement.
- **Environmental correspondents and managers** work collaboratively to embed EMS requirements into operational activities and ensure that appropriate control measures are in place. They are tasked with contributing to set up the environmental objectives and implementing actions within their respective areas of responsibility, assessing competency requirements, participating in internal audit and identifying and correcting non-conformities. Their responsibilities include collecting data and spreading information among their colleagues to promote awareness and engagement and proposing environmental actions and initiatives. Additionally, they contribute to key EMS documents, including providing input for the Environmental Statement.
- At the foundation of the EMS governance structure are **EEAS staff, interns and contractors**. They are responsible for applying best practices and contributing to the continuous improvement of the EMS by proposing practical suggestions to enhance environmental performance.

3.3. Environmental aspects and impacts

Environmental aspects are the drivers of environmental impacts – defined as the changes, whether beneficial or adverse, that occur in the environment as a result of specific activities. These impacts may occur at various levels – local, regional, or global – and can be direct, indirect or cumulative in nature when combined with other aspects. The comprehensive analysis of environmental aspects within the EEAS begins with a systematic evaluation of its activities, after which these aspects are evaluated and scored systematically based on their impact on the environment and potential to improve, based on the multi-criteria shown below. This leads to a score between 1 and 4.

- Impact on the environment:
 - Potential damage or benefit to the environment, including biodiversity;
 - High sensitivity of the receiving environment;
 - High consumption/emissions or worsening a trend; size, number, frequency and reversibility of the aspect or impacts;
 - Failure to comply with existing requirements of relevant environmental legislation;
 - Failure to meet the expectations of stakeholders, including own employees.
- Potential for improvement:
 - Legal obligation to improve;
 - Corporate policies or vision supporting on requiring improvement;
 - Direct control and best practices available that are not yet applied;
 - Positive profitability of improvement actions.

Activities are considered significant if their impact rating is 3 or 4. The significant activities and their corresponding direct and indirect aspects are visualised in Table 2. The prioritisation is based on the impact firstly and then the potential for improvement secondly. This prioritisation of aspects will lay the foundation for targeted actions and foster a culture of continuous improvement in the EEAS' environmental performance.

IMPACT RATING	POTENTIAL FOR IMPROVEMENT	ACTIVITIES	DIRECT ENVIRONMENTAL ASPECT				INDIRECT ENVIR. ASPECT
			Use of energy, natural resources (water, raw materials, ...)	Production, recycling, reuse, transportation and disposal of (hazardous) waste	Atmospheric emissions	Land use and contamination	Choice and composition of services (e.g. transportation or catering)
4	4	Heating	✓				
		Waste		✓			
		Cleaning products			✓		
	2	Cooling liquids			✓		
		Water use	✓				
		Parking, risk of leaks				✓	
3	4	Renovation works (Capital Building)	✓			✓	
		Data centres	✓				
		Business travel (missions)					✓
		Relocation (transport, housing and furniture)					✓

Table 2.
Overview between the correlation of the significant activities and (in)direct environmental aspects

3.4. Environmental objectives

The establishment of environmental objectives within the EEAS is guided by a comprehensive and structured approach. Objectives are defined by taking into account the seven main axes in the environmental policy (3.1), the significant environmental aspects (3.3), the compliance obligations, and the risks and opportunities from the context and stakeholder analysis (2.2). The objectives are measured against performance indicators (4) to ensure continuous improvement.

The responsibility for overseeing progress on environmental objectives lies with the EMAS Environmental Coordinator, who provides yearly updates in the management review. This includes reporting on progress, identifying areas for improvement, and proposing revision or new objectives where necessary. The approval for new objectives or revised objectives is conducted in the management review, ensuring alignment with the EEAS's broader environmental strategy.

To enhance the EEAS's contribution to the UN Sustainability Development Goals (SDG), ensure compliance with legal obligations, and prevent pollution, the following objectives for 2030 have been identified compared to the 2019 baseline, see Table 3 (page 18).



OBJECTIVE 1

Active engagement of all EEAS staff as the driving force

Active participation of all staff is fundamental to the success of this mission. To ensure widespread awareness and engagement, the EEAS will prioritise clear and regular communication. **At least one EMAS-related communication will be issued each month** to inform and empower staff as agents of change.



OBJECTIVE 2

Ensure legal compliance and prevent pollution

The EEAS will ensure full compliance with environmental regulations and implement pollution prevention measures. This includes a review and improvement of the agreement with the Office for Infrastructure and Logistics in Brussels (OIB) to align operations with the highest environmental standards.



OBJECTIVE 3

Reducing carbon emissions

Top priority is addressing carbon emissions to align with the Green deal objectives. The EEAS will adopt targeted measures to reduce greenhouse gas (GHG) emissions across its operations. Following objectives 4 to 6 will indirectly lead to this reduction of carbon emissions.



OBJECTIVE 4

Making buildings sustainable

EEAS buildings will not only serve as functional spaces, but also as beacons of environmental responsibility. The integration of stringent environmental and energy efficiency criteria into building policies and projects will guide this transformation. For example, the EEAS aims to **reduce gas consumption by 35%**, ensuring that its infrastructure reflects the principles of sustainability and energy efficiency.



OBJECTIVE 5

Contributing to circular economy, efficient use of resources and waste management

The EEAS is committed to prioritising waste prevention, resource efficiency, and sustainable waste management. Initiatives will focus on smart design, reparability, material reuse, recyclability, and responsible disposal. Specific objectives include **banning single-use plastic, halving waste production, halving use of paper, and halving water consumption**, as well as integrating circular economy principles into infrastructure planning, stock, asset management, and procurement processes. The ultimate goal is a future where waste is minimised, while maximising the efficient use of resources.



OBJECTIVE 6

Promoting sustainable transport

Sustainable transport is essential to the EEAS's green transition. Diplomatic activities, administrative operations, and daily commutes will increasingly rely on environmentally responsible modes of transport. Key actions include **increasing the share of distances in economy flights vs. total flights to 60%, defaulting on train travel for journeys under 550 kilometres, and reducing commuting by car at HQ by 10%**.



OBJECTIVE 7

Strengthening sustainable procurement

Sustainability will be embedded in every procurement decision. To achieve this, EEAS will enhance Green Procurement Practices by setting clear actions for contract classification and providing Green Procurement Training for all purchasing teams. In addition, it will be ensured that **100% of the tender templates incorporate Green Public Procurement (GPP) criteria and integrate green clauses into all HQ contracts**. These efforts will be guided by best practices and innovative solutions tailored to specific market conditions.

The status of these objectives based on the evaluation of the environmental performance is summarised in Table 3. Most of objectives are well on track to be reached such as gas consumption, waste generation, paper and water consumption, see orange cells. The communication objective and share of economy flights have already been achieved, the goal henceforth will be to maintain or further improve results, see green cells. The main attention point is the reduction in relocation volume and the GPP criteria, see orange cells. More details on this are available in chapter 4.

MAIN AXIS FROM EEAS' ENVIRONMENTAL POLICY	OBJECTIVE BY 2030 COMPARED TO 2019	STATUS 2024 COMPARED TO OBJECTIVE
 Active engagement of all EEAS staff as the driving force	At least one EMAS communication per month	Objective achieved
 Ensure legal compliance and prevent pollution	Review service level agreement with OIB	Discussions ongoing, nevertheless legal compliance remains fully ensured
 Reducing carbon emissions	Reduce carbon emissions through 'Making buildings sustainable' and 'Promoting sustainable transport'	Reduction of 28% - objective achieved, although no specific target set yet
 Making buildings sustainable	Reduce gas consumption by 35% per m ²	Reduction of 26% - on track to reach objective
 Contributing to circular economy, efficient use of resource and waste management	Ban single-use plastic	Discussions ongoing
	Halve waste production per FTE (Full-Time Equivalent)	Reduction of 37% - on track to reach objective
	Halve use of paper per FTE	Reduction of 59% - objective achieved
	Halve water consumption per FTE	Reduction of 46% - on track to reach objective
 Promoting sustainable transport	Increase share of economy flights to 60%	Result: 62 % - objective achieved
	Use train by default (<550 km)	Ongoing discussion on review of travel policy
	Reduce volume of removals by 10% (per removal) against 2022 baseline	Reduction of 0,7% - on track to reach objective
	Reduce car commuting by 10% (HQ) against 2021 baseline	Reduction of 4,4% - on track to reach objective
 Strengthening sustainable procurement	Green Procurement Training for each purchasing team	Training program and GPP Helpdesk in place – on track to reach objective
	100% tender templates with GPP criteria	87% of templates include GPP criteria – on track to reach objective
	100% HQ contracts to contain green clauses	38% of high-value contracts contain green clauses – on track to reach objective

Table 3.
Overview of 2030 environmental objectives and their status in 2024

Table 4 maps every significant environmental aspect to its corresponding objective, providing a cross-check that the objectives comprehensively address all aspects.

MAIN AXIS FROM ENVIRONMENTAL POLICY	DIRECT ENVIRONMENTAL ASPECT				INDIRECT ENVIR. ASPECT
	Use of energy, natural resources (water, raw materials, ...)	Production, recycling, reuse, transportation and disposal of (hazardous) waste	Atmospheric emissions	Land use and contamination	Choice and composition of services (e.g. transportation or catering)
 Active engagement of all EEAS staff as driving force	✓	✓			✓
 Ensure legal compliance and prevent pollution		✓	✓	✓	
 Reducing carbon emissions			✓		
 Making buildings sustainable	✓	✓			
 Contributing to circular economy, efficient use of resources and waste management	✓	✓		✓	
 Promoting sustainable transport			✓		✓
 Strengthening sustainable procurement		✓			✓

Table 4.
Summary of significant environmental aspects and objectives

3.5. Environmental actions and plans

Since the beginning of the EMAS implementation until the end of 2024, various actions have been carried out, as outlined in Table 5, to address every significant aspect linked to the seven main axes of the environmental policy. These efforts have been undertaken not only by the EMAS team but also in close collaboration with Environmental correspondents and OIB, highlighting the collective commitment to sustainability within the organisation. This collaboration serves as proof that, even though EEAS is still in the early stages of EMAS implementation, the system is already recognised and actively integrated by the staff. Furthermore, other actions are ongoing and have been planned for all significant environmental aspects over the years 2024 to 2026 to ensure continuous improvement. After implementation, the effectiveness of these actions is carefully evaluated to determine whether they should be repeated, adjusted, or expanded, reinforcing a cycle of continuous improvement and environmental responsibility.

MAIN AXIS FROM EEAS' ENVIRONMENTAL POLICY	ACTIVITY	IMPROVEMENT ACTION	EFFECTIVE RESULT
 Active engagement of all EEAS staff as the driving force	Communication	A "green" tag was created for intranet articles related to greening efforts in both HQ and delegations	Employees are aware of EMAS implementation and its implications
		An EMAS presentation was included in the quarterly newcomers' day programme	Newcomers are aware of EMAS and how they can get involved
 Reducing carbon emissions	Business travel (Missions)	A workshop was held on 17/10/2023 to explore potential actions for reducing emissions caused by missions, with designated participants to enhance staff ownership. Inspiration for this workshop was drawn from the private sector and other institutions.	Identification of actionable emissions reduction strategies for an updated travel policy of the EEAS.
	Civilian missions	A workshop with environmental advisors of civilian missions was conducted on 14-15/12/2023 to develop guidelines aimed at reducing the eco-footprint of civilian missions on-site.	Identification of practical measures to reduce the eco-footprint of civilian missions onsite
 Making buildings sustainable	Heating and cooling liquids	Energy-saving measures were implemented, including maintaining indoor temperatures at 19°C in winter and 26°C in summer. Additionally, the Secretary General issued guidance encouraging appropriate clothing adjustments.	Energy savings
	Energy use	Signs were installed in the Belmont parking area to provide directions to staircases and encourage their use instead of lifts	Energy savings
		Signs reading "use the stairs" and "turn off the lights" were placed in staircases and meeting rooms of the Capital and Belmont buildings to promote energy savings.	Energy savings
	Water use	A water fountain that also provides hot water for tea was installed in the BLMT 1st-floor training area to minimise the need for multiple kettles during training sessions, reducing energy waste.	Energy and water savings
		The timer and water pressure of taps in Belmont were reduced to conserve water.	Water savings
 Contributing to circular economy, efficient use of resource and waste management	Waste	Four additional sorting stations were installed in the four large kitchenettes in Belmont by 21/03/2024 to improve waste disposal, with clear labelling.	Improved waste sorting
 Promoting sustainable transport	Commuting	Information about shower facilities in Capital and NEO buildings was added to the Greening page and the Facility Management / Building / Useful Information sections of the intranet to encourage employees to cycle to work.	Reduced commuting emissions
		A manager was interviewed in April during the walking Challenge	Reduced commuting emissions
	Business travel (missions)	A commuting policy was developed in accordance with the Brussels regional legislation to promote more sustainable transport which has led to an increase of public transport reimbursement to 90%	Reduced commuting emissions
		Employees who travelled by train for work missions instead of flying (using day or night trains) were interviewed to share their experiences, highlighting the feasibility of more eco-friendly travel options.	Promote the use of greener options for business travel
 Strengthening sustainable procurement	Procurement	A new field was added to the tender request template, requiring requesters to consider and document sustainable criteria in their submissions.	Consideration of sustainability criteria made mandatory

*Table 5.
EMAS improvement actions performed
in 2023 and 2024*

The following case studies showcase EEAS initiatives that contribute to the organisation's wider sustainability agenda. As these activities fall outside the formal scope of the EMAS registration, they were not subject to verification by the EMAS verifier.

Case study 1 : Green Diplomacy



Green Diplomacy is a cornerstone of the European External Action Service's (EEAS) commitment to supporting the European Union's Green Deal and the global environmental agenda. Although not considered in the scope of EMAS registration (as stated in 2.3), through its worldwide diplomatic network, the EEAS integrates environmental and climate considerations into external action, promoting sustainable development, resilience, and the green transition internationally.

Over the past decade, the EU has firmly established environmental sustainability as a key pillar of its foreign policy. Building on this legacy, the EEAS deploys Green Diplomacy to advocate for ambitious climate action, biodiversity protection, sustainable energy transitions, and the responsible management of natural resources. The EEAS also contributes actively to the negotiation and implementation of international agreements, including the United Nations Framework Convention on Climate Change (UNFCCC) and its Conferences of the Parties (COPs).

Despite the environmental footprint associated with major diplomatic events, such as COPs, their effectiveness in achieving global commitments has been tangible. Thanks to persistent diplomatic engagement, the global warming trajectory has shifted downward from over 4°C in the 1990s to approximately 2.7°C today. While this remains insufficient, it represents notable progress attributable to sustained international cooperation.

In the evolving global context, however, environmental priorities increasingly compete with other strategic concerns such as security and

defence. Recognising this, the EEAS continues to mainstream environmental considerations across all domains of external action, promoting coherence between its diplomatic, security, development, and trade activities.

The EEAS's Green Diplomacy efforts are particularly mindful of regional realities. For example, in Africa, ensuring access to reliable energy remains a fundamental development priority. The EEAS actively supports a just energy transition by fostering scientific and technological cooperation, sharing expertise, and promoting investment in renewable energy sources such as hydro energy, sun and eolic while acknowledging that a balanced, gradual and realistic pathway is essential for partner countries' industrial and in general economic development.

Green Diplomacy also addresses the critical link between environmental degradation and global instability, highlighting the importance of sustainable development as a foundation for peace, prosperity, and security. In this spirit, the EEAS promotes environmental sustainability not only through policy dialogues but also through practical support for green initiatives within its Delegations and missions worldwide.

Looking ahead, Green Diplomacy will remain essential to realising the EU's environmental and climate ambitions globally. By embedding sustainability across all areas of external action and leading by example internally, our Institution reaffirms its role as a proactive, credible, and forward-looking actor in shaping a greener and more resilient world.

Case study 2 : Improving environmental performance and addressing environment-related security risks in the Civilian Common Security and Defence Policy (CSDP) missions



In 2023, the EU Member States agreed on a number of environment-related goals for the EU civilian missions, including improved environmental performance, monitoring and management. All missions would have an environmental advisor deployed and would also integrate environmental considerations throughout their internal and external operations. This was endorsed through the 2023 Civilian Compact.

By operating within crisis management and security sector reform, the civilian CSDP missions are well placed to address some of the effects of environmental degradation and exploitation on human security and conflict situations, relating to their mandates. Today, approximately eight missions, including in the Central African Republic, Somalia and Kosovo, integrate environment-related tasks and aspects into their external operations. While operating in difficult conditions, the missions are further tasked to lead by example and improve their own environmental footprint. Until date, five missions have assessed their environmental footprint as well as identified areas of improvement.

To institutionalise the work and make it less dependent on individuals, the Civilian Operations

Headquarter, embedded within the EEAS, has created an environmental taskforce. The taskforce consists of representatives from all divisions at the headquarters, as well as from six missions, and is steered by the headquarters management. Two focal points at the Commission's foreign policy instrument (FPI) also support the efforts. The taskforce has mapped steering documents to be updated with environmental criteria, including certain job profiles in the missions, procurement guidance and real estate instructions. The efforts to update all identified documents are ongoing during 2025 and 2026, and progress has already been made.

Although the operation of CSDP missions falls outside of the EEAS EMAS scope, they are nevertheless mentioned in the EEAS environmental policy and there are synergies with the EEAS greening process. This takes place notably through the participation of two representatives of the Civilian Operations Headquarters in the group of Environmental Correspondents, allowing exchange of experiences and joint pursuit of common challenges (eg. on methodologies and tools for environmental reporting). Progress in the work of the environmental taskforce is also reported to the EEAS EMAS Steering Committee.

3.5.1. Employee involvement, competence and communication

Employee involvement

Employee involvement is a core principle of EMAS, recognised as a critical factor for ensuring continuous and effective environmental performance improvements. This involvement can span a range of participatory mechanisms and activities, in which the EEAS environmental correspondents play a vital role.

The environmental correspondents (see also 3.2) act as intermediaries between the EMAS coordination team and operational staff, fostering a culture of environmental responsibility. Through regular exchanges, consultations and tailored guidance, they raise environmental awareness within their respective divisions and directorates (e.g., sustainable resource use, energy efficiency, waste management, sustainable mobility), collect feedback from their teams, identify opportunities for improvement and ensure that local actions align with the EMAS environmental objectives.

The profiles below illustrate the work of a selection of environmental correspondents.



Rok Kozelj

I am Rok, the environmental correspondent for the General Directorate for Africa. I encourage my colleagues to come to work by bicycle and to take the stairs, like me, as well as to use their own cup at the coffee machine. I also encourage them to buy food in our canteen, since no plastics, but only ceramic dishes and glass, is used.

We cannot turn off the lights, because everything is unfortunately automatic, but I encourage colleagues to setup the detector cell for the light at the minimum (it is located on the ceiling of each office), so that the light turns on only when it gets somehow dark. We are also making efforts to make the best use of the printing and to minimise it when possible.

These are all small things, but step by step, we are walking in the right direction, and if we are many, we can achieve a lot also with such small individual actions!



Johanna Lauritsen

I am one of the environmental correspondents at the Civilian Operations Headquarters, where my daily work centres on supporting the integration of environmental considerations into civilian Common Security and Defence Policy (CSDP) missions. My interest in this topic began over 15 years ago, when working on traditional national security issues, while at the same time starting to understand the long-term risks of environmental degradation and climate change to human security. This learning sparked a personal interest in more sustainable lifestyles, making second hand and train travels my preferred options. Alongside Olga, fellow environmental correspondent in my division, I am happy to offer advice on long-distance, European train journeys to any colleague across the EEAS.



Symeon Keletzis

As Environmental Correspondent for MD Europe, I am proud to contribute to the EEAS journey toward EMAS certification — the EU's most ambitious environmental management standard. I volunteer in this role to help drive meaningful change, raise awareness, and promote sustainable practices across our workplace. From supporting staff engagement to fostering a culture of energy efficiency and waste reduction, I believe in leading by example. Recently, I joined a beach clean-up on the Greek island of Amorgos (Agios Pavlos beach) in South Aegean with Omada Aigaiou and All For Blue, reaffirming my personal and professional commitment to environmental responsibility — both in Brussels and beyond.

Participation in EMS improvements

As regards feedback mechanisms, staff members at large are encouraged to share their comments and suggestions for improvement through a dedicated mailbox, promoted at various points of contact, including the intranet, presentations and trainings. Suggestions received are assessed by the EMAS Coordination team and, if suitable, promoted into actions. Recent examples include the provision of water fountains with hot water in the training centre to reduce wastage of water and energy for hot drinks previously ordered through the catering service.

Competence and awareness

Staff competence is essential for the implementation and continual improvement of EMAS. As part of a training plan addressing key target groups participating in the EMS, workshops and briefings are organised regularly to keep the Greening Team and Environmental Correspondents informed on legal updates, reporting obligations, and best practices in environmental management. These sessions also serve as forums to share experiences and reinforce commitment to sustainability.

EMAS presentations have been included in the newcomers' day programme to ensure that all new employees and trainees are aware of the EMS, its objectives and how they can contribute.

To reach a broader audience and embed environmental thinking into the daily operations of all staff, new e-learning interactive modules on EMAS and environmental awareness are currently being developed. These will cover key topics such as energy efficiency, waste management, sustainable procurement, and green office habits.

Internal Communication

Effective communication is an integral component of the EEAS's commitment to environmental management under the EMAS framework. To ensure transparency and engagement, the EEAS has established a comprehensive communication strategy that includes regular updates to all staff members via the EEAS intranet, newsletters, digital signage and dedicated informational sessions. These efforts keep everyone informed about the organisation's environmental policies, initiatives, and progress. Furthermore, the EEAS actively engages with its network of Environmental Correspondents, facilitating open dialogues and feedback loops to identify opportunities for improvement and to ensure that environmental objectives align with both institutional goals and on-the-ground realities.



Mobility concerns everybody
Make your way to our survey

ALL DRIVERS AND VULNERABLE ROAD USERS ARE INVITED TO PARTICIPATE IN OUR SHORT ONLINE SURVEY

Everyone has the right to travel on the road safely, whether by car, motorcycle, pedal cycle, horse or on foot. Atur anditilesto eatur aut fuga. Ut qui rendell iquiat vite ne accus re nimet, nis explam et re, quodipsum que autatus, etur anditiis volis voluptas aut laut.

Promotion of the staff commuting survey through digital screens and PC screensavers

The EEAS's communication strategy extends beyond internal stakeholders to ensure transparent dialogue with external interested parties, such as local authorities, landlords, contractors, neighbours and visitors. Collaboration with other EU institutions and other external partners ensures that the organisation's practices not only comply with regulatory standards but also benefit from shared insights and innovations in environmental management.

Through these concerted efforts, the EEAS aims to foster a culture of environmental responsibility and awareness, encouraging staff at all levels to participate in and contribute to its sustainability goals.

Examples of staff engagement activities

In 2024, as in previous years, the EEAS took part in two interinstitutional competitions:



Vélomai, held in May, encourages cycling, while the Walking Challenge, organised in March and October, promotes walking as a means of sustainable transport.



Staff members are invited to log their activities — such as number of rides, steps taken, and kilometres covered — in dedicated applications.

Communication with external stakeholders

The stakeholder-mapping matrix in Chapter 2.2 identifies five key external audiences: regulators - service contractors, institutional peers, civil society/media, and the general public - together with their information needs and EEAS obligations. Consistent with the step-wise approach endorsed by the EMAS Steering Committee, communication in 2024 focused on the first three groups while full public outreach is held back until registration is secured. Concrete actions in 2024 included:

- Posting the signed Environmental Policy in the public areas of all Brussels HQ buildings in English and French language;
- Liaising with the landlord on legal compliance issues and a long-term decarbonisation path for EEAS buildings;
- Liaising with the Commission's OIB and contractors on enforcement of contractual and regulatory obligations, and improvement of environmental performance;
- Exchanges with regional authorities as required by applicable regulations in the field of mobility and energy performance;
- Engaging with other EU Institutions around joint initiatives, such as inter-institutional procurements, and exchange of good practices.

Wider public-facing measures, including the publication of the Environmental Statement on the EEAS website, are scheduled once the EMAS registration number is obtained, ensuring that all external messaging rests on validated data.

4.

EVALUATION OF ENVIRONMENTAL PERFORMANCE

This chapter provides a structured analysis of the environmental performance of EEAS buildings and activities, focusing on key performance indicators. It is divided into three main sections.

1. **Core performance indicators:** These are the EMAS core indicators, which are sector agnostic. This section outlines the overall trends in electricity and gas consumption, office paper use, water consumption, waste management, and the land use with regard to biodiversity across the HQs from EEAS buildings. It highlights key achievements and areas for improvement while assessing progress towards sustainability targets.
2. Next are the **specific indicators for EEAS** related to HQ activities supporting the core diplomacy business and recognised as significant aspects. This section presents EEAS's sustainability efforts related to containing refrigerant losses, operation of emergency generators, IT equipment, commuting, missions, relocations and GPP. As explained in the respective sections, IT equipment and relocations data concern also delegations.
3. Lastly, the impact of the two first sections are summarised in the carbon footprint chapter.

Where available, performance is assessed against the Best Environmental Management Practices (BEMP) for the Public Administration Sector published by the European Commission's Joint Research Centre (2019). Detailed benchmark values are provided in Annex 7.4. Benchmarks of excellence reflect the performance of the best-performing general public administrations; they are reference points, not mandatory targets, intended to steer continual improvement and objective-setting. Given that the EEAS operates 24/7 diplomatic, secure-communications and server facilities that go beyond those of a typical public-sector office, the benchmarks serve as directional comparators rather than strict like-for-like measures.

In addition, it is important to clarify the scope, as it is not always the same. For buildings, water, waste, paper, commuting, GPP, canteens and coffee bars, biodiversity and missions, the scope is limited to the HQ. For removals and IT equipment on the other hand, the scope includes both HQ and the delegations.

For a more detailed information on the environmental performance of each building, please refer to the Annex, which contains the full performance dataset. Table 6 provides a clear overview of the number of employees and surface areas per building of EEAS. While the number of employees remains stable, the total surface area has increased compared to the baseline as explained in Chapter 2.3.

Although EMAS requires only a three-year reporting series, 2019 has been chosen as the baseline because it is the last full year of normal operations before the COVID-19 pandemic; the 2022 and 2023 data still contain residual pandemic-related anomalies.

ENVIRONMENTAL PERFORMANCE INDICATOR	BUILDING	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Number of employees and FTE (Full-time equivalent employees)	all HQ	No.	2,264	2,677	2,655	2,824
	all HQ	FTE	2,246	2,656	2,634	2,801
	NEO	No.	/	/	/	658
	BLMT	No.	/	563	588	610
	Schuman	No.	1,550	1,609	1,562	1,534
	KORT	No.	471	471	471	/
	B100	No.	184	/	/	/
	MERO	No.	25	/	/	/
	LEX	No.	34	34	34	22
	HQ+DEL	FTE	4,619	5,373	5,360	5,547
Office surface	NEO	m ²	/	/	/	18,708
	BLMT	m ²	/	13,169	13,169	13,169
	Schuman	m ²	47,675	61,486	61,486	61,486
	KORT	m ²	15,272	15,272	15,272	15,272
	B100	m ²	5,243			
	MERO	m ²	593			
	LEX	m ²	1,020	1,020	1,020	1,020
	Sum	m ²	69,803	90,947	90,947	109,655

Table 6.
Basis information per building of EEAS from 2019 to 2024

4.1. Core environmental performance

4.1.1. Electricity

EEAS made significant strides in improving energy efficiency of its buildings. Despite yearly fluctuations in total electricity consumption – peaking in 2023 due to employees returning to the workplace after COVID-19 pandemic – a significant reduction of 31.8% in electricity consumption per square meter is observed between 2023 and 2024, as illustrated in Figure 4. This is mainly due to the move from the KORT complex to the NEO one, the latter being completely renovated and energy efficient. Efforts to enhance energy efficiency include also awareness-raising campaigns, improved signage encouraging stair use and turning off the lights, and energy-saving measures across EEAS buildings. Through targeted initiatives, see Table 5, such as optimising heating and cooling systems, and implementing energy-saving technologies, EEAS continues to move towards a reduction in electricity use.

Besides the photovoltaic panels on the roof of the Capital building, which produce a small amount of on-site generated renewable electricity, all purchased electricity comes from renewable sources. In 2019, hydropower accounted for 100% of the purchased renewable energy. Since January 2024 all electricity for the three Brussels buildings has been supplied under the inter-institutional framework contract for ‘100 % renewable electricity’, awarded to Eneco Belgium. The contract stipulates that every kilowatt-hour is backed by Belgian Guarantees of Origin, ensuring a fully renewable supply. The mix evolves from year to year; in 2024 it comprised 95 % wind, 4 % solar and 1 % small hydro, as illustrated in Figure 5.

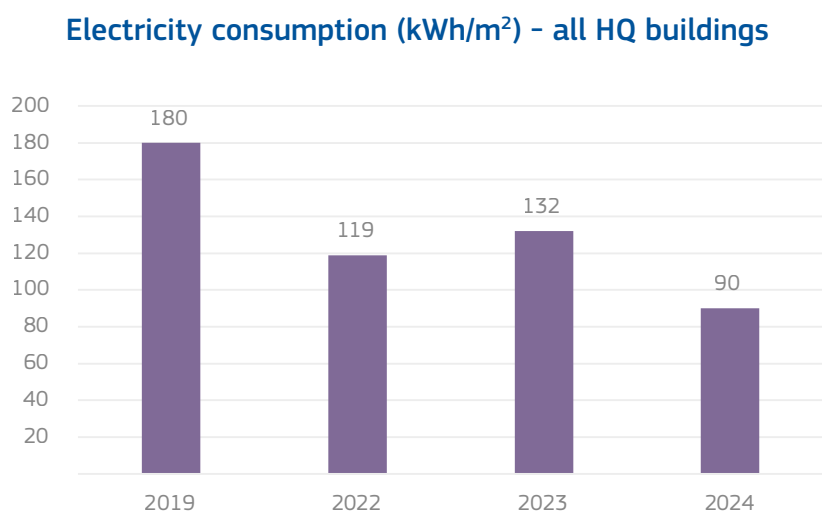
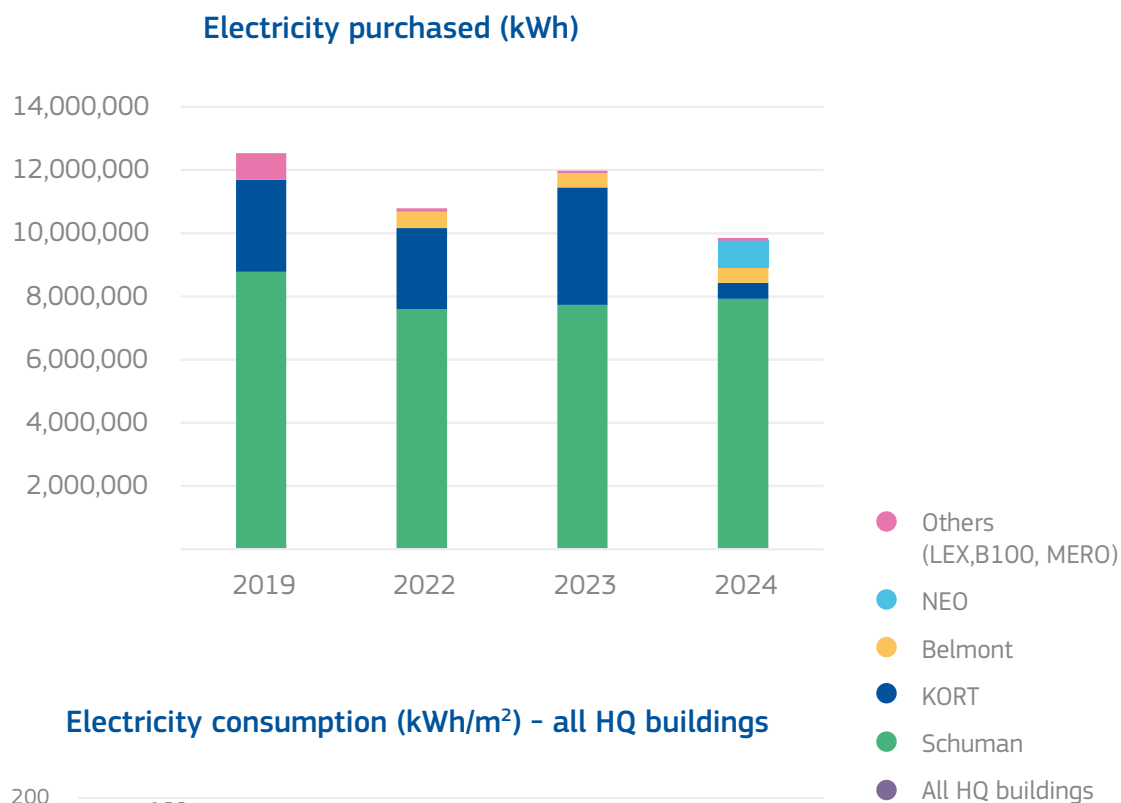


Figure 4.
Electricity consumption
per m² from
2019 to 2024

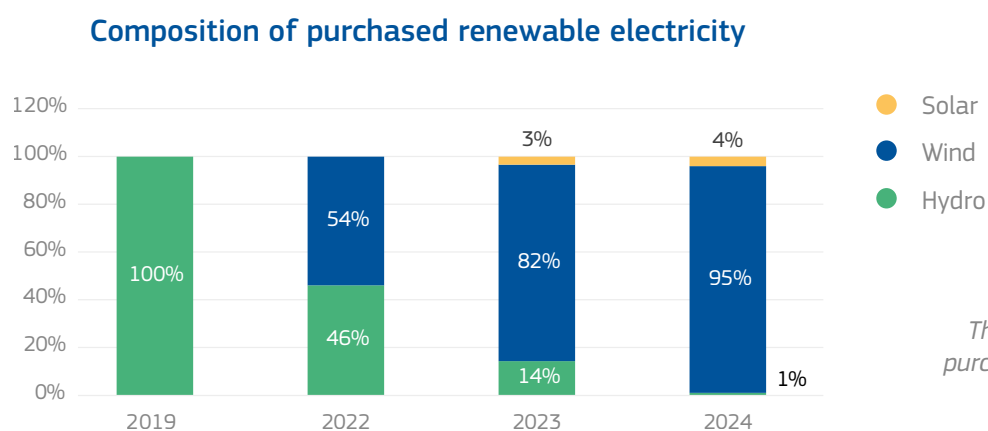


Figure 5.
The composition of
purchased renewable
electricity from
2019 to 2024

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Purchased electricity (all HQ buildings)	kWh	12,531,548	10,784,933	11,987,383	9,850,442
Electricity consumption (all HQ buildings, including photovoltaic)	kWh	12,558,486	10,812,833	12,012,629	9,872,728
Electricity consumption (all HQ buildings, including photovoltaic) per m ²	kWh/m ²	180	119	132	90

Table 7.
Electricity consumption data from 2019 to 2024

4.1.2. Gas

Significant progress took place in reducing EEAS' gas consumption as part of its commitment to the Environmental Management System. Since 2019, gas consumption per square meter has decreased by 31,1%. Considering normalised gas consumption, which accounts for variations in the need for heating expressed in the heating degree days for Belgium, the decrease is calculated at 26,3%, putting the organisation on track to meet its 35% reduction target by 2030. This trend is visible in Figure 6, with further details provided in Table 8. Besides the move from the KORT building to NEO during 2024, a key measure to achieve this reduction has been the adjustment of heating systems to indoor temperatures of 19°C in winter. The increase in gas consumption observed in 2024, compared to earlier years, is attributed to the concurrent heating of the KORT and NEO buildings during parts of the year. Additional improvements are expected from a planned upgrade of the Building Management System.

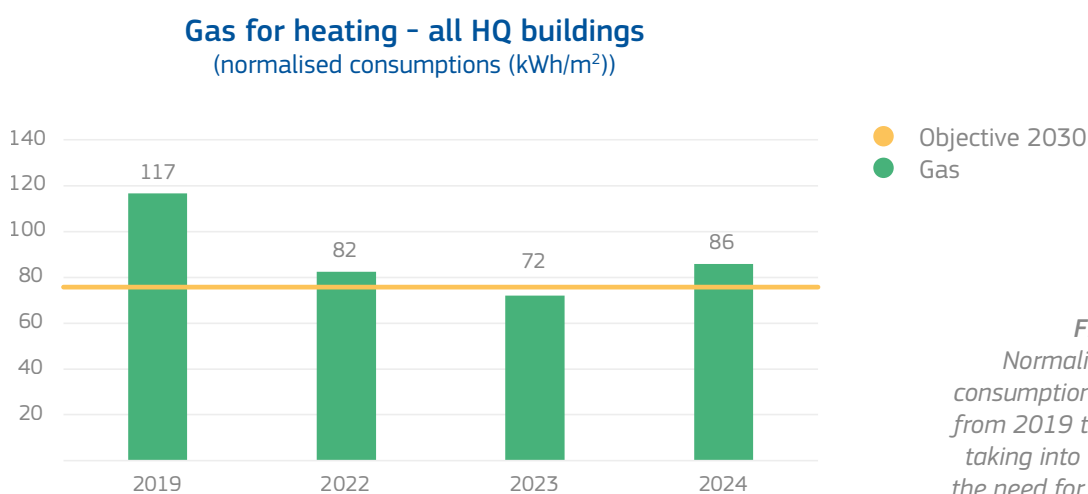


Figure 6.
Normalised gas consumption per m² from 2019 to 2024, taking into account the need for heating

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Gas (all HQ buildings)	kWh	8,141,782	6,937,083	6,037,668	7,742,409
Gas (all HQ buildings), normalised	kWh	8,141,782	7,492,916	6,548,693	8,276,644
Gas (all HQ buildings), normalised per m ²	kWh/m ²	180	82	72	86

Table 8.
Gas consumption data from 2019 to 2024

4.1.3. Energy (electricity and gas)

Electricity and gas consumptions are both declining significantly compared to 2019. Figure 7 gives an overview of the different buildings and their corresponding Performance Energy Buildings (PEB) scores or estimations.

Following its deep-renovation hand-over in 2024, the newly occupied NEO building now posts the best primary-energy performance at 171 kWh/m²/year. At the other end of the range, the outgoing KORT site still consumed 732 kWh/m²/year (last full year of operation), while Schuman sits mid-table at 419 kWh/m²/year, despite a steady decline since 2019. All three values, however, remain above the 100 kWh/m²/year benchmark of excellence set for renovated public buildings.

These higher intensities largely stem from the EEAS's specific diplomatic requirements: across the headquarters estate there are energy-demanding facilities such as redundant data centres, secure-communications suites, a 24/7 crisis-response centre and press-briefing rooms, together with the cooling plant needed to keep this infrastructure – and, by extension, the Delegations network – fully operational.

Minor refitting of the Schuman building is taking place to accommodate new ways of working, such as collaborative dynamic spaces, and incorporating LED lighting which will slightly improve the energy efficiency of the building.

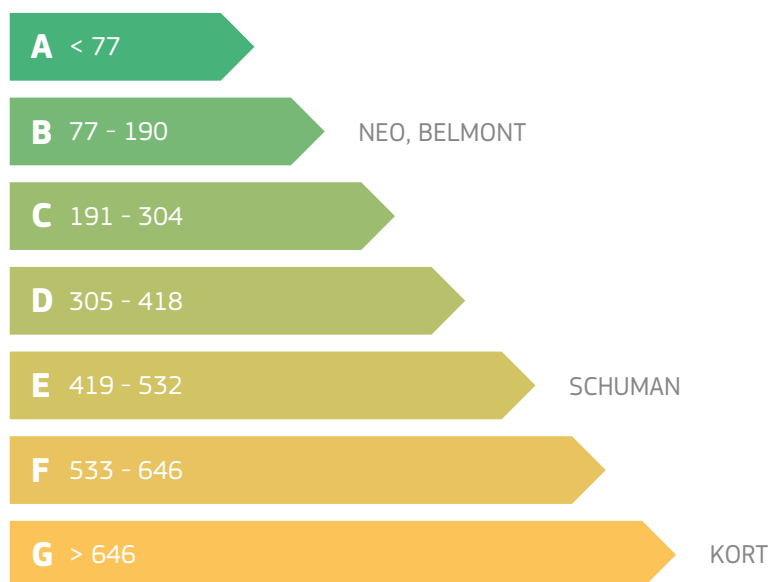


Figure 7.
*Estimated PEB values of
EEAS headquarters buildings
in 2023–2024,
indicating relative
energy-efficiency performance
(illustrative benchmark,
not measured consumption)*

4.1.4. Office paper

EEAS has made substantial progress in reducing office paper consumption and has achieved its 50% reduction target by 2030. As shown on Figure 8, paper use has decreased by 58.5% since 2019. This reduction has been driven by several key initiatives, including the promotion of digital workflows, increased use of electronic document management systems, replacement of individual printers with network devices and awareness campaigns encouraging employees to minimise printing. EEAS uses 100% certified (PEFC) paper.

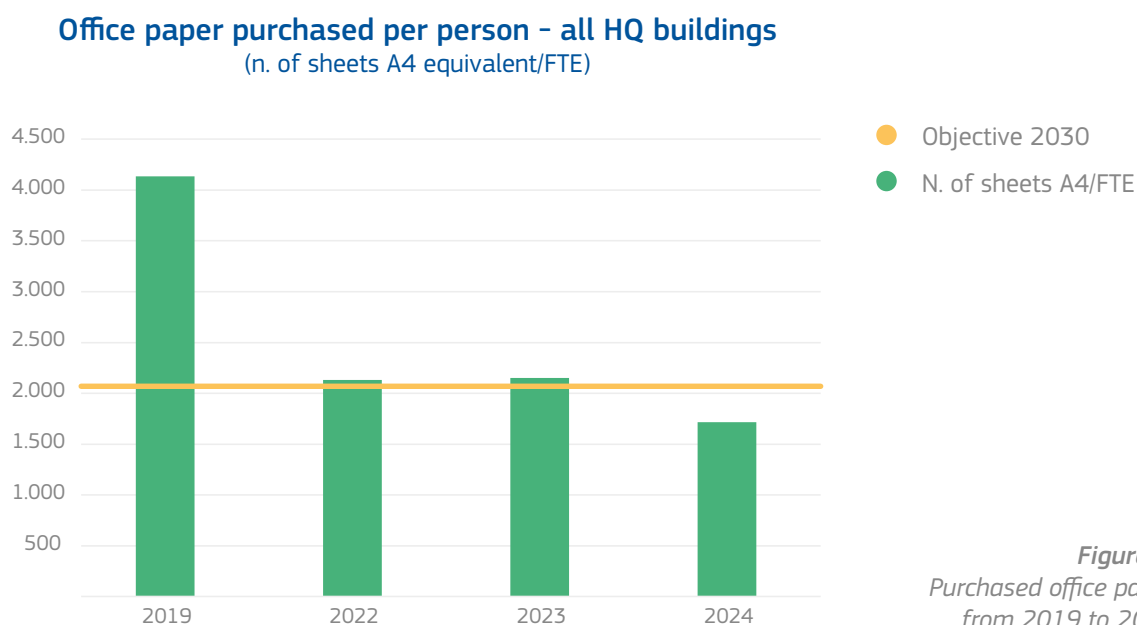


Figure 8.
Purchased office paper
from 2019 to 2024

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Purchased office paper	n. of sheets A4 equivalent	9,292,794	5,658,037	5,667,500	4,807,500
Purchased office paper	kg	43,560	26,522	26,566	22,535
Purchased office paper	n. of sheets A4 equivalent/FTE	4,137	2,131	2,151	1,716

Table 9.
Purchased office paper from 2019 to 2024

4.1.5. Water

In line with the objective to halve water consumption per FTE by 2030, EEAS has made a significant reduction in water use. Since 2019, water consumption has decreased by 46%, as shown in Figure 9. This reduction has been achieved through various water-saving measures, including lowering tap water pressure and timers' length and regular analysis of water consumption for early detection of anomalies, in addition to awareness raising initiatives towards staff and contractors (cleaning, maintenance) encouraging mindful water consumption and prompt reporting of any leakage.

The benchmark of excellence requires annual water consumption in office buildings to remain below 6,4 m³ per full-time equivalent employee per year. This benchmark was only achieved in 2022 thanks to the low office presence during the COVID-19 pandemic, with all other years exceeding the target. This trend is also visible in Table 10. It must be noted that the Capital building includes data center installations for the Diplomatic mission of the EEAS, which uses water to cool secure communications systems that support the Delegations network.

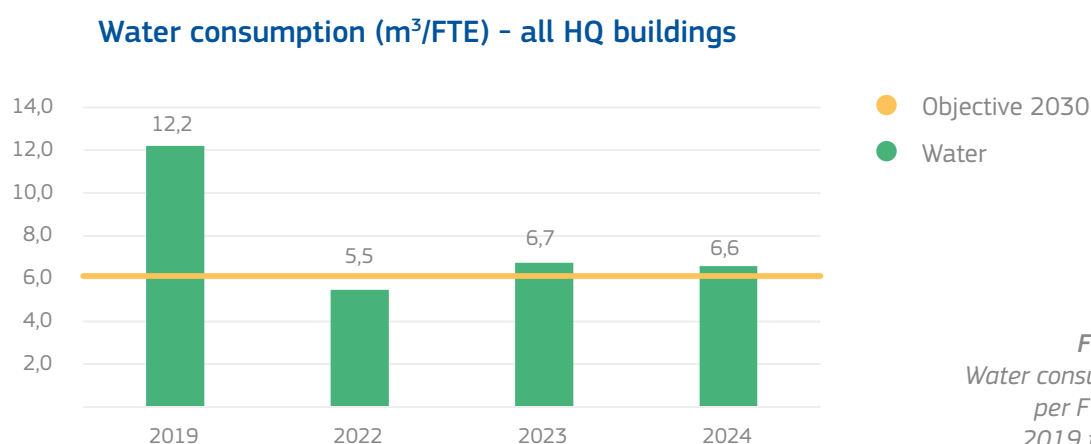


Figure 9.
Water consumption
per FTE from
2019 to 2024

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Water (all HQ buildings)	m ³	27,440	14,569	17,775	18,425
Water (all HQ buildings) per FTE	m ³ /FTE	12.2	5.5	6.7	6.6

Table 10.
Water consumption from 2019 to 2024

4.1.6. Waste

Also for this core environmental performance indicator, there is a remarkable progress visible in Figure 10. Compared to 2019, the total amount of waste per person decreased by 37%. This demonstrates that EEAS is on track to meet the objective to halve the waste. Throughout this period, waste generation consistently remained below 200 kg per person per year, successfully meeting the benchmark of excellence. This achievement is the result of several key initiatives, including the installation of more network water fountains to refill reusable bottles and cups, the expansion of waste sorting stations replacing individual bins, and awareness campaigns have further encouraged employees to adopt more sustainable waste disposal practices and waste reduction.

Between 2019 and 2024 and visible on Figure 11, there was a significant reduction in non-hazardous and residual waste, while organic (from canteens and cafeterias) waste saw a sharp increase. This is due to the notable change introduced in 2023 with the mandatory implementation of separate waste collection for vegetable, fruit, and garden waste in Brussels. This regulation requires organic waste to be collected separately, resulting in a remarkable 55% reduction in residual waste mainly due to this aspect.

The hazardous waste category, which includes toner and inkjet cartridges, wood, grease separator sludge, and TL lamps, shows a decrease of 99%. This is due to the exceptional emptying of the 3 tonne degreaser in 2019. Detailed data can be found in Table 11.

Figure 12 gives a clear overview of the positive trend in recycling waste. By recycling and promoting waste prevention, EEAS is setting a good example for sustainable office practices and ensuring long-term environmental benefits.

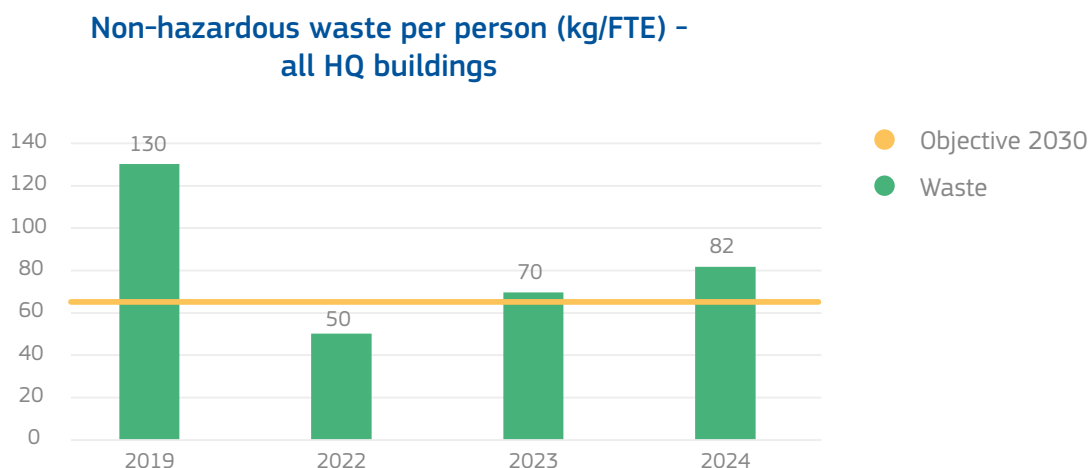


Figure 10.
Waste per person from 2019 to 2024

Waste by stream (kg) - all HQ buildings

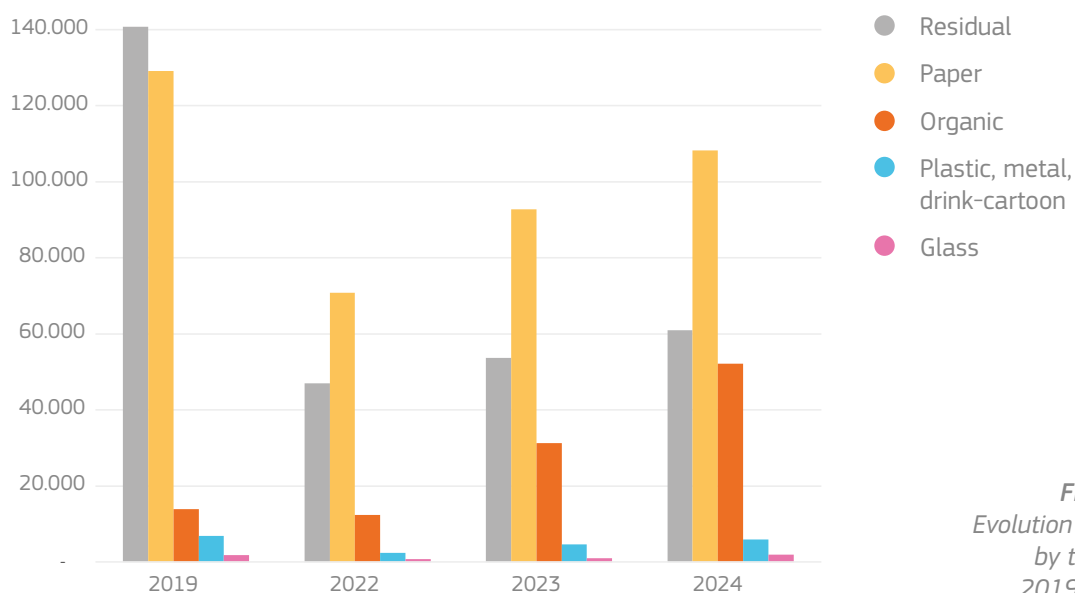


Figure 11.
Evolution of waste
by type from
2019 to 2024

Recycled waste (%)

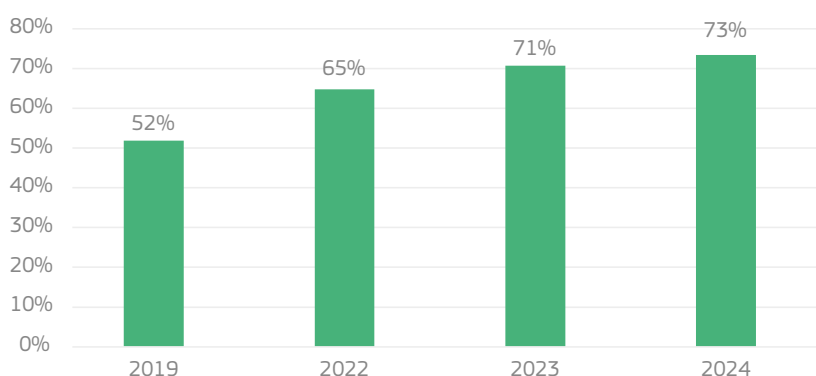


Figure 12.
Recycled waste
from 2019 to 2024

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Paper waste	kg	129,134	70,766	92,681	108,166
Plastics, metals, drink cartons (PMD) waste	kg	6,834	2,396	4,681	5,878
Organic waste	kg	13,959	12,331	31,299	52,198
Glass waste	kg	1,796	819	1,025	1,912
Residual waste	kg	140,783	46,990	53,630	60,957
Non-hazardous waste (sum of above lines)	kg	292,506	133,301	183,315	229,111
Non-hazardous waste per FTE	kg/FTE	130	50	70	82
Non-hazardous recycled waste	%	54%	65%	71%	74%
Hazardous waste	kg	4,502	352	268	36
Hazardous waste per FTE	kg/FTE	2.00	0.13	0.10	0.01

Table 11.
Waste data from 2019 to 2024

4.1.7. Land use with regard to biodiversity

Despite being set in a densely built-up urban zone, two buildings include some area which can be categorised as nature-oriented. Largest of them all is the courtyard garden in Capital, which features insect hotels, bird-houses and decaying wooden logs to stimulate biodiversity. The NEO court near the canteen features an insect hotel, too. These gardens are valuable also for the wellbeing of staff, providing a place to relax during breaks and to cool in the shade of the trees in the warmer months. In response to staff demands, the EEAS plans to further valorise these space in the future, with biodiversity-oriented actions foreseen in Capital and NEO buildings.

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Total use of land	m ²	12,188	12,578	12,578	15,825
Total sealed area	m ²	10,303	10,693	10,693	13,590
Total nature-oriented area on site	m ²	2,465	2,465	2,465	2,465
Total nature-oriented area off site	m ²	/	/	/	/

Table 12.
Data of land use from 2019 to 2024



Courtyard at Capital building

4.2. Specific environmental performance

4.2.1. Refrigerants losses

Three different types of refrigerants are used in cooling equipment in the three EEAS buildings: R134A, R410A and R407C. Losses of refrigerants can lead to a high environmental impact due to their high global warming potential (kg CO₂eq/kg of refrigerant loss). This explains why it is important to monitor this data. The refrigerant loss data, see Figure 13, shows fluctuations over the years, with notable increases in 2022 and 2023, particularly for R134A, which peaked at 212 kg in 2023 due to abnormal operation of the equipment. R410A saw a minor loss in 2022, while R407C had small losses in 2019 and 2022. However, by 2024, all losses dropped to zero, indicating significant improvements in system integrity, maintenance and leak prevention. For more details, see Table 13. The return to zero is a positive outcome, highlighting effective corrective actions. Maintaining this trend will be essential for sustainability, regulatory compliance, and cost efficiency.

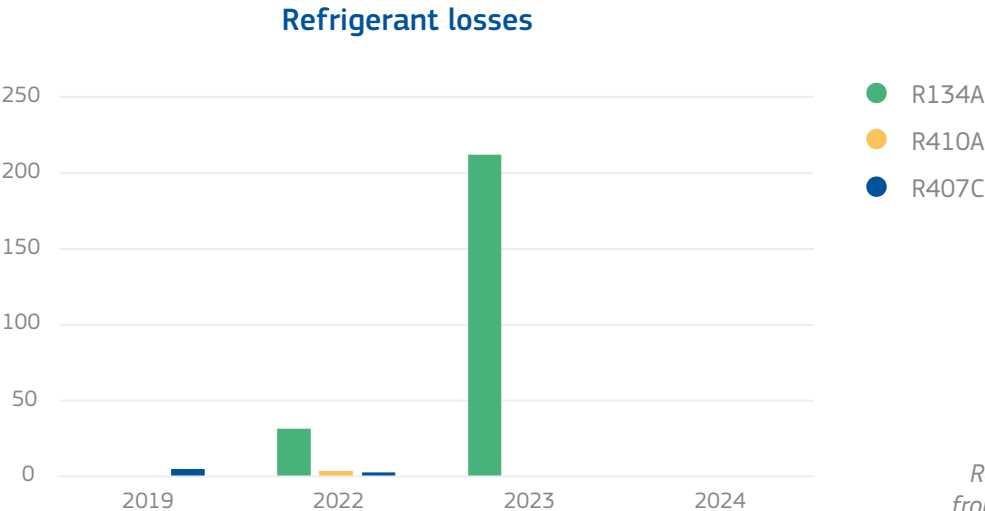


Figure 13.
Refrigerant losses
from 2024 to 2019

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
R134A	kg	0	31	212	0
R410A	kg	0	4	0	0
R407C	kg	5	3	0	0

Table 13
Refrigerant losses from 2019 to 2024

4.2.2. Emergency generator

Generators are started only for scheduled maintenance tests, once or twice a year, and consume less than 50 litres of diesel annually - below the Brussels-Capital Region's reporting threshold. Monitoring is in place not to exceed the 50 litres threshold per year.

4.2.3. IT equipment

The data on IT equipment purchased over the years clearly shows a shift in device usage and procurement, see Figure 14. Since IT equipment is centrally managed and procured, this also includes equipment provided to the Delegations; about 80% of purchased equipment is distributed to the Delegations, either during the year of purchase or stored temporarily and dispatched the following year(s).

PC desktops have been phased out; from 994 units in 2019 to 0 purchases in 2023-2024. Laptops dominate: there was a slight dip in 2022, followed by a stock purchased of 1 808 units in 2024 to meet future demand; docking stations mirror this trend. Monitors peaked in 2022 with 1 135 units and dropped to 32 in 2024 as dual-screen workstations reached saturation.

The depreciation time of laptops is 6 years compared to 4 years of the PC and monitors, which also illustrates the positive trend in reducing IT waste and enhancing sustainability.

Smartphones rose sharply in 2019-2022; at the same time fixed phones were progressively abandoned in favour of IP telephony, linked also with the shift to flexible offices in many divisions.

Videoconferencing is now standard in meeting rooms and on laptops, supporting virtual meetings and curbing travel and commuting emissions.

Annual fluctuations reflect bulk purchases held in stock; assets are inventoried in the purchase year because depreciation (6 years for laptops, 4 years for desktops/monitors) starts at that point.

Overall, the inventory has shifted from fixed to mobile, energy-efficient devices, an evolution accelerated by pandemic-driven teleworking and reinforcing the move to paper-less working practices.

The evolution of IT equipment is visible in Table 14.

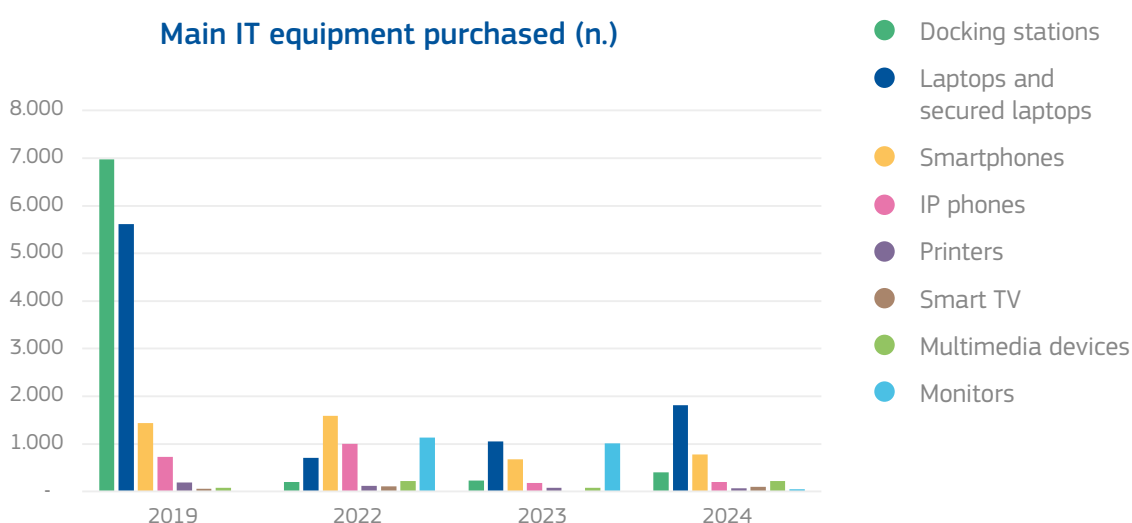


Figure 14.
IT equipment evolution – top categories

PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
PC desktop	No	994	1	/	/
Monitors	No	10	1,135	1,011	43
Smartphones	No	1,437	1,592	675	774
Docking stations	No	6,972	196	230	405
Tablet	No	23	10	1	43
IP phones	No	725	1,000	182	200
Printer	No	194	116	75	67
Multimedia device	No	74	219	76	215
PDU	No	/	40	59	/
Smart TV	No	60	106	4	99
Laptops	No	5,620	706	1,049	1,808

Table 14.
IT equipment from 2019 to 2024

4.2.4. Commuting

Every three years a commuting survey is performed at EEAS in which the staff are asked their mode of transport and the distance to work. The last survey was performed at the end of 2024 with a participation rate of 40% and the previous one was thus in 2021. In 2022 and 2023 the same survey results (from 2021) were used with proportion to the number of staff, see Table 6, and considering the presence in the office. In 2022, this was two days/week on average, whereas it increased to three days/week in 2023. On 1st October 2023, management introduced a policy requiring a minimum of three days of office presence per week to encourage employees to return to the workplace following the COVID-19 pandemic.

The distribution of the different modes of transport is visualised in Figure 15, based on the latest commuting survey, in which around 40% of staff participated. More than 80% of staff commute using sustainable modes of transport. A total of 47,7% of employees use public transport, with STIB (the public transport operator of the Brussels city) being the most popular option. Additionally, 33,2% of staff commute with nearly zero CO₂ emissions, i.e., by bike, on foot, or using micro-mobility solutions. In contrast, only 17,3% of staff commute by car.

Mode of commute to work - 2024

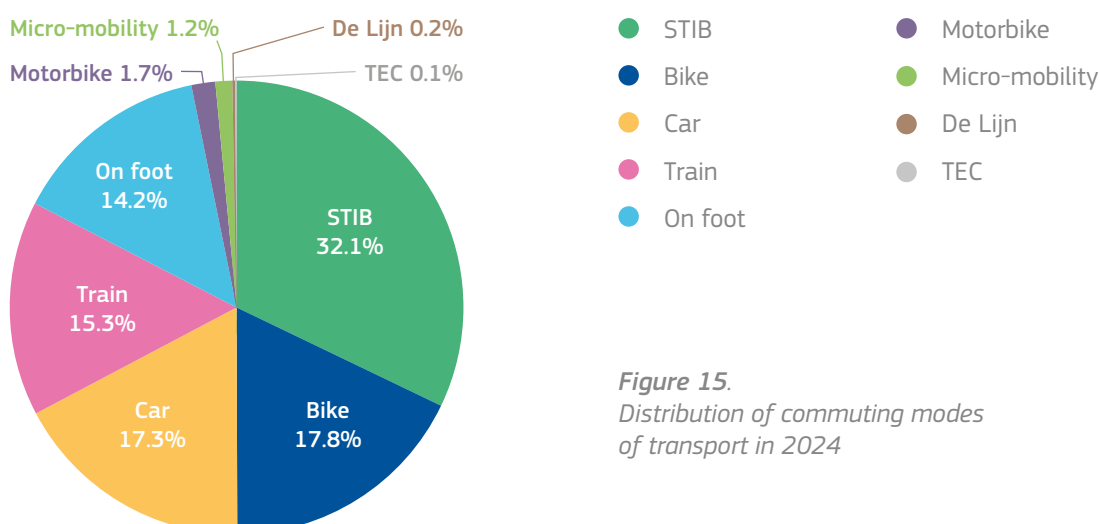


Figure 15.
Distribution of commuting modes of transport in 2024

Data on commuting distances per mean of transport per year is visualised in Table 15. For 2019, no data is available because the commuting survey was not in place yet.

EEAS has developed an extensive mobility plan to further support the shift from car use to more sustainable modes of transport. The objective is to reduce car usage at HQ by 10%. To support this mobility plan, the EEAS decided, in December 2024², to increase from 50% to 90% the reimbursement rate for public transport subscriptions of staff not using the car park. In addition, bike parking areas are equipped with lockers, showers, bike-pumps, etc. for cyclists.

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Car	km	n/a	512,502	762,579	319,566
Carpooling	km	n/a	957	1,424	/
Motorcycle	km	n/a	22,665	33,724	32,999
Public transport – Train	km	n/a	254,750	379,055	781,956
Public transport – STIB	km	n/a	149,761	222,837	203,808
Public transport – De Lijn	km	n/a	9,674	14,394	4,070
Public transport – TEC	km	n/a	722	1,075	817
Shuttle bus	km	n/a	/	/	/
Bike	km	n/a	121,293	180,478	112,421
On foot	km	n/a	112,439	167,304	50,486

Table 15.
Commuting distances per mean of transport from 2022 to 2024

4.2.5. Missions or business travel

Missions is a term used among the European institutions for business travel. Within EEAS especially, personal connections are crucial for the core business activities of diplomacy with third countries and third partners outside the European Union borders. After relocations of staff, missions represent the single largest category of its carbon footprint; the EEAS is therefore implementing measures aiming to reduce emissions from missions while still maintaining the essential business travel.

Reported data in this section represents business travel of EEAS staff posted in HQ retrieved from the travel-planning tool MIPS.

Figure 16 shows that air travel – both economy and business class – accounts for roughly 95 % of total kilometres flown on mission. After the 2019 baseline, mission distance collapsed in 2022 because of pandemic restrictions and then rose again in 2023–24, yet it still remained below the 2019 level. Looking ahead, distances are expected to plateau: persistent budget caps and a greater reliance on virtual meetings will limit any substantial rebound. The comparatively modest drop during the pandemic – smaller than that seen in other EU institutions – indicates that most EEAS missions are indispensable operational trips rather than discretionary travel.

2. Effective as of 01.01.2025

Business travel - main modes of transport (km) HQ staff

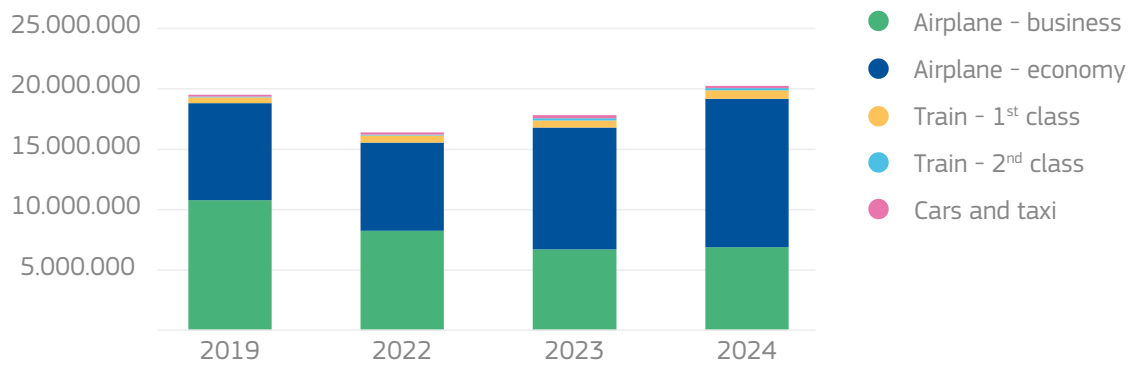


Figure 16.

The evolution of the main modes of transport for missions of HQ staff from 2019 to 2024

Cutting mission emissions relies heavily on limiting business-class travel, because business-class seats occupy more cabin space and therefore carry a higher per-passenger carbon load than economy seats. The EEAS target calls for economy-class flights to account for 60 % of total flight kilometres by 2030. As Figure 17 shows, that threshold was already surpassed in 2024.

Economy vs Business class air travel (%) - HQ staff

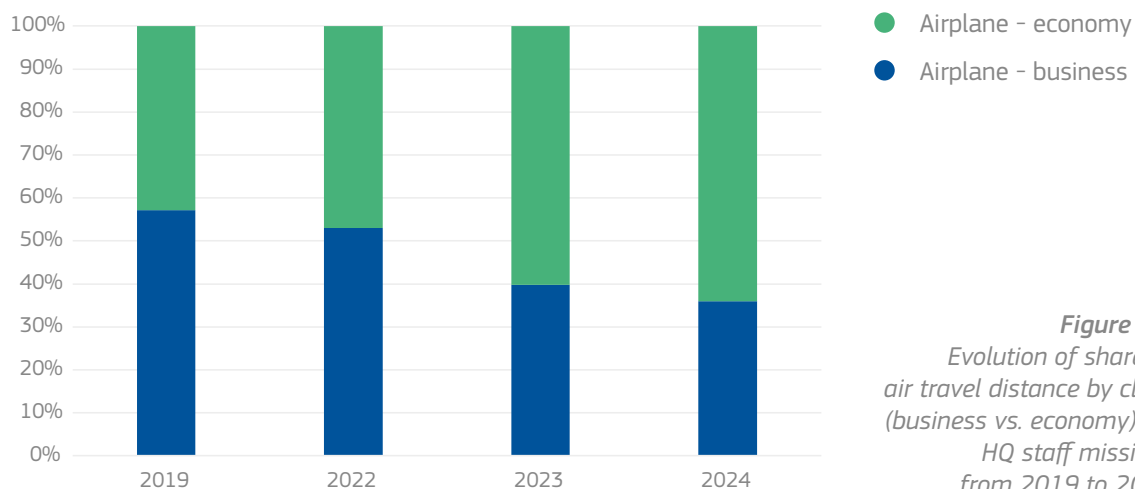


Figure 17.

Evolution of share of air travel distance by class (business vs. economy) for HQ staff missions from 2019 to 2024

A further measure is to make rail the default mode for journeys of 550 km or less. Figure 18 confirms steady growth in train use, coupled with a shift from first- to second-class tickets. The forthcoming update of the EEAS Mission Guide will codify this practice and introduce incentives to favour low-carbon options even when they are not the cheapest.

Missions by train (first vs second class) - HQ staff

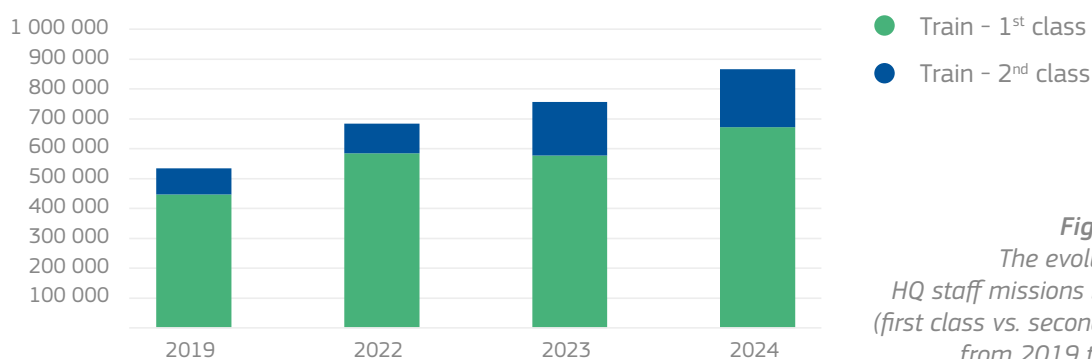


Figure 18.
The evolution of
HQ staff missions by train
(first class vs. second class)
from 2019 to 2024

Bus kilometres have fallen sharply, while boat travel has inched upward whilst remaining overall negligible. Overall car use has risen, whereas rented-car and taxi figures fluctuate from year to year. Helicopter distance spiked to 2 452 km in 2024 whilst air-taxi reduced; reserved for the HR/VP and other senior officials, these means are authorised chiefly for security reasons or in regions with poor transport infrastructure, and saw additional use during the pandemic when commercial flights were scarce.

The forthcoming update of the EEAS Mission Guide, aligned with the European Commission's sustainable-travel guidelines, will codify these rules and further strengthen the move toward lower-carbon transport options.

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Train - 1 st class	km	447 320	584 896	577 062	672 330
Train - 2 nd class	km	86 639	99 636	180 022	194 263
Bus	km	52 043	18 490	55 844	3 736
Shuttle EP	km	202	2 941	645	3 773
Air taxi	km	65 677	103 296	41 036	26 073
Helicopter	km	/	525	730	2 452
Plane - business	km	10 767 484	8 243 390	6 699 017	6 902 290
Plane - economy	km	8 073 314	7 300 917	9 562 939	11 080 356
Plane - premium economy	km	/	/	559 596	1 216 440
Plane - other		87 940	103 517	667 543	39 952
Cars		158 452	164 370	264 894	201 133
Boat	km	31	163	219	338

Table 16.
Missions travel distances by mode of transport from 2019 to 2024

4.2.6. Removals

Within the EEAS, “relocations” (removals) are staff transfers between Brussels and Delegations or among Delegations, aligned with operational and diplomatic priorities. Each move may include family members and a limited volume of personal effects (furniture, one vehicle, etc.). Relocations therefore carry a sizeable environmental footprint and are tracked separately from mission travel.

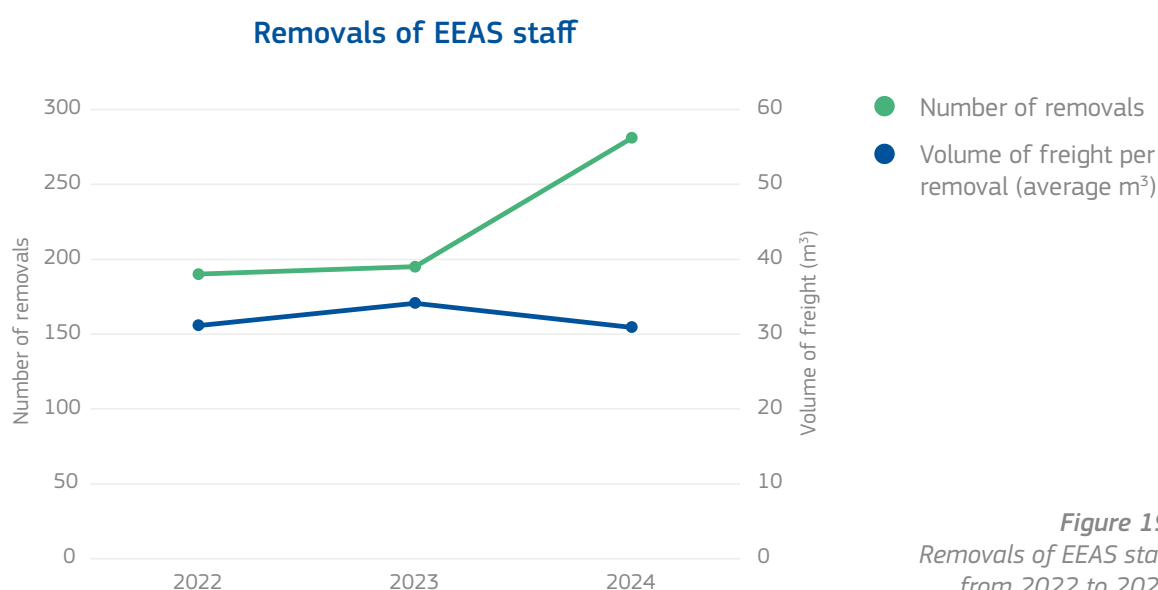
Relocation (or removal) within the EEAS refers to the process of transferring staff in order to better align with operational needs, strategic priorities, and diplomatic requirements. This involves moving personnel between delegations, from headquarters to a delegation or vice versa. Relocation plays a crucial role in ensuring that the EEAS remains agile, well-positioned, and effective in carrying out its mission of representing the EU's interests globally.

Systematic data collection started in 2022, which is taken as the baseline year. Table 17 and Figure 19 show two diverging trends: the number of relocations is rising, yet the average freight volume per move has slipped from 31.2 m³ in 2022 to 30.9 m³ in 2024. The EEAS aims to cut the average volume by 10 % - to 28 m³ per removal - by 2030.

Achieving this target will require revising the EEAS Removals Guidelines to:

- tighten the list of eligible items,
- lower the reimbursable freight ceiling for surface and air shipments, and
- offer storage options at HQ.

Complementary “soft” measures, such as briefings and guidance notes, will raise staff awareness of the environmental impact of their moves and encourage lighter, lower-carbon relocations.



ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Number of relocations	No	n/a	190	195	281
Distance travelled by plane (only employees)	km	n/a	1,102,173	1,191,487	1,601,181
Distance per relocation (average)	km	n/a	5,801	6,110	5,698
Number of people moving including family members	No	n/a	435	429	627
Total distance travelled (employees and families)	km	n/a	2,462,462	2,812,237	3,653,247
Volume of freight moving (land, sea and air freight)	m ³	n/a	5,920	6,659	8,691
Number of cars moving	No	n/a	52	36	58
Volume of freight per relocation (average)	m ³	n/a	31.2	34.1	30.9

*Table 17.
Relocation data from 2022 to 2024*

4.2.7. Green public procurement (GPP)

Green Public Procurement is the practice of embedding environmental criteria in public contracts so that purchased goods, services and works minimise life-cycle impacts, stimulate the market for greener alternatives and still deliver value for money. At EEAS headquarters, performance is tracked by comparing the number of high-value (HV) contracts signed with green clauses to the total HV contracts awarded each year (Figure 20). A tender counts as “high value” above €134 000 for supplies and services and €500 000 for works.

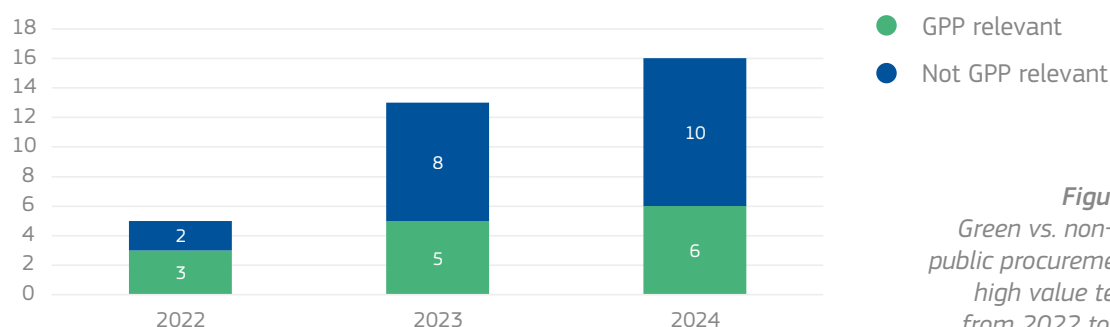
The benchmark of excellence, adopted from the EMAS Sectoral Reference Document and translated into the EEAS 2030 target, calls for 100 % of relevant HV tenders to meet or exceed the EU GPP criteria (e.g. office paper, cleaning products, furniture). In 2024 only 38 % of HV awards met this test, unchanged from 2023 but down on the 2019 baseline. The decline reflects a sharp increase in the overall number of HV tenders, many of them for services such as security and safety where greening potential is limited.

To close the gap, the Procurement Unit is:

- developing templates with GPP or green clauses for additional product or service groups,
- delivering targeted training for procurement officers, and
- drawing on advice from the inter-institutional GPP Helpdesk.

These measures will be phased in during 2025-26 and reviewed annually until the 100 % GPP target is achieved.

High value tender procedures concluded with contract (n.) - HQ



*Figure 20.
Green vs. non-green
public procurement for
high value tenders
from 2022 to 2024*

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
HQ Tender procedures relevant to GPP (high values procedures)	No	/	3	5	6
HQ Tender procedures (high values procedures), total	No	/	5	13	16

Table 18

Green public procurement data for high value tenders from 2022 to 2024

4.3. Carbon footprint

The impact on climate change of EEAS activities measured through the previously mentioned core and specific environmental performance indicators can be summarised in the total carbon footprint. The carbon footprint is a measure of the total greenhouse gas (GHG) emissions caused directly and indirectly by an individual, organization, event, or product. It is typically expressed in CO₂-equivalents to account for the varying global warming potentials of different gases.

Methodology for the carbon-footprint calculation

This carbon-footprint calculation covers all the EEAS headquarters sites in Brussels that were in operation during 2024 —Capital (Schuman), NEO, KORT and BELMONT - with a combined HQ staff of 2 801 FTE. Delegations abroad are outside the organisational boundary; however, two centralised Scope 3 flows that originate in Delegations (staff relocations and centrally-procured IT equipment) are nevertheless included because they are managed and financed from Brussels.

Greenhouse-gas emissions are quantified in accordance with the GHG Protocol Corporate Standard (2015), using IPCC AR6 100-year GWPs.

- **Scope 1** - Direct emissions from owned or controlled sources: on-site natural-gas combustion, emergency generators and refrigerant leakage.
- **Scope 2** - Indirect emissions from purchased energy: purchased 100% renewable electricity
- **Scope 3** - Other indirect emissions occurring in the value chain (significant categories): business travel, staff commuting (Brussels), diplomatic relocations, upstream IT hardware, and the life-cycle embodied emissions of the on-site photovoltaic panels.

Data are drawn from energy invoices, maintenance logs, staff travel (missions) records and procurement ledgers. Emission factors are listed in Annex 7.3; overall result uncertainty is estimated at ±12 % (95 % confidence), driven mainly by relocation freight factors.

The carbon-footprint results are also shown per FTE, as recommended by the public-administration BEMP (Best Environmental Management Practice), because staff activity is the principal driver of the associated emissions. The normalisation denominator (2 801 HQ FTE) mirrors the organisational boundary: Delegation staff are excluded because their day-to-day operational emissions are outside of the EMS scope; only two centrally-managed, Brussels-financed flows (relocations and IT equipment) are counted - adding Delegation FTE would distort the intensity indicator.

As shown in Figure 21, total carbon footprint per capita fluctuates between 2 700 and 4 600 kg CO₂eq/FTE between 2019 and 2024. EEAS's carbon footprint in 2024 consists for 20% of Scope 1 emissions, 0% of Scope 2 emissions and about 80% of Scope 3 emissions.

As explained in Chapter 4.1, all purchased electricity for HQ buildings is from renewable sources. On a market-based basis this purchase results in 0 t CO₂e. For transparency, we also disclose the location-based value calculated with the 2024 Belgian residual-mix factor (0.231 kg CO₂e / kWh), which equals 2 268 t CO₂e.

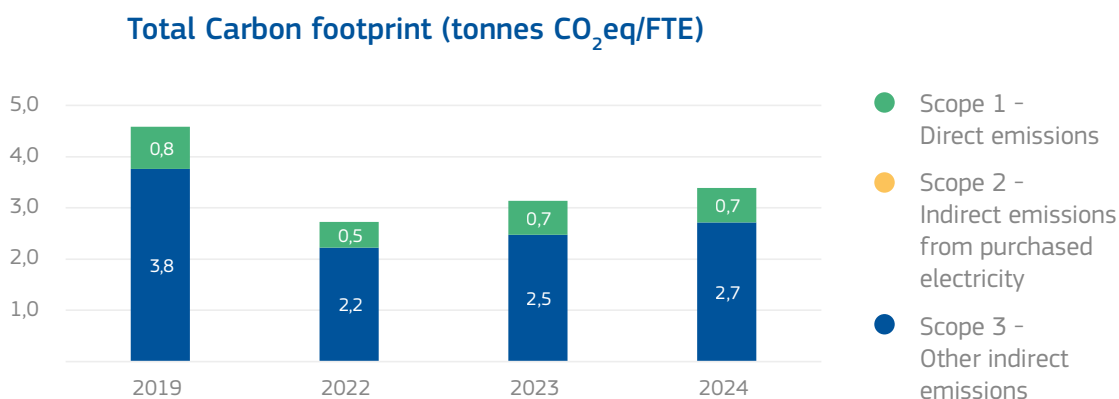


Figure 21.
Total carbon footprint per FTE from 2019 to 2024

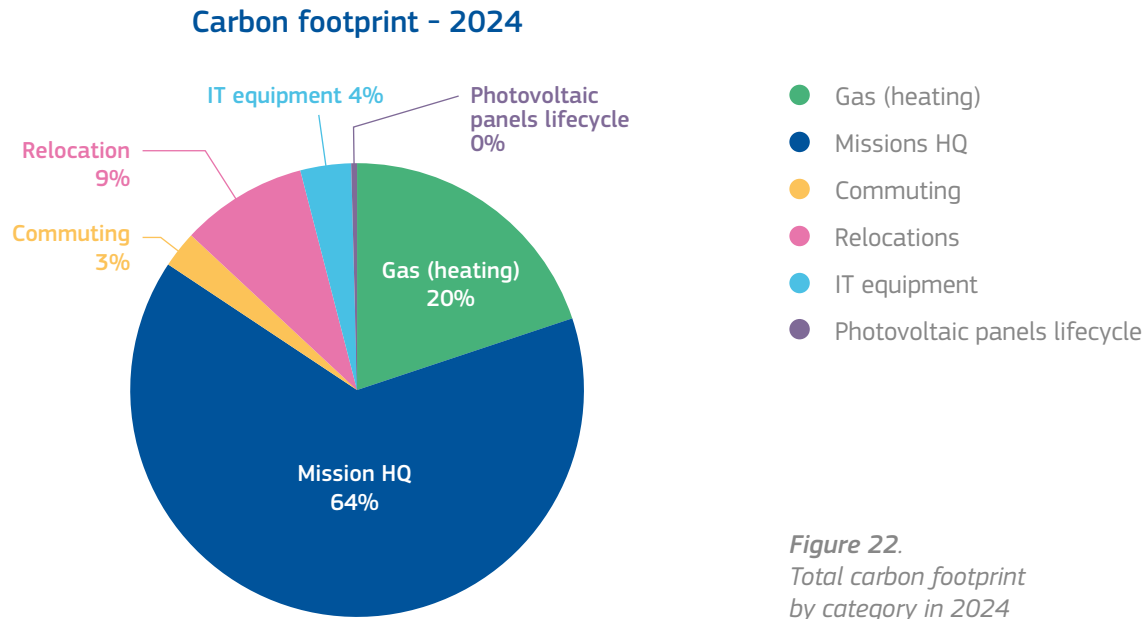
Table 19 below shows that the carbon-footprint intensity per FTE has fallen by about 28 %, from 4.6 t CO₂e/FTE in 2019 to 3.4 t CO₂e/FTE in 2024. Because electricity was already 100 % renewable in the baseline year, the improvement comes mainly from efficiency measures: phasing out the energy-intensive KORT building in favour of the much better-performing NEO site, tightening winter/summer comfort set-points to 19 °C / 26 °C, and a package of HVAC-and-lighting upgrades. A reduction in mission travel has also contributed. The full benefit of the KORT-to-NEO move will only appear in the 2025 figures, as both buildings still required partial heating during the overlap period in 2024.

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
GHG Emissions - Scope 1					
Gas (heating)	t CO ₂ e/FTE	0.8	0.5	0.6	0.7
Refrigerant losses	t CO ₂ e/FTE	0	0	0.1	0
Generators ³	t CO ₂ e/FTE	0	0	0	0
Sum of scope 1	t CO₂e/FTE	0.8	0.5	0.7	0.7
GHG Emissions - Scope 2					
Purchased electricity	t CO ₂ e/FTE	0	0	0	0
GHG Emissions - Scope 3					
Missions HQ	t CO ₂ e/FTE	2.5	1.8	2.0	2.2
Commuting	t CO ₂ e/FTE	0.2	0.1	0.1	0.1
Relocations	t CO ₂ e/FTE	0.4	0.2	0.2	0.3
IT equipment	t CO ₂ e/FTE	0.6	0.2	0.2	0.1
Photovoltaic panels lifecycle	t CO ₂ e/FTE	0.04	0.03	0.01	0.01
Sum of scope 3	t CO₂e/FTE	3.8	2.2	2.5	2.7
GHG Emissions – total emissions					
Total CO ₂ eq emissions HQ, all scopes	t CO ₂ e	10,306	7,252	8,273	9,479
Total CO ₂ eq emissions HQ, all scopes	t CO ₂ e/FTE	4.6	2.7	3.1	3.4

Table 19.
Evolution of carbon footprint
by scope and category
between 2019 and 2024

3. Generators: diesel use was monitored and remained below the 50-litre annual threshold in every year; therefore emissions are reported as 0 t CO₂e (see Chapter 4.2 for details).

Figure 22 below presents a detailed breakdown of the carbon footprint in 2024.



Building gas consumption is the second-largest contributor, after missions which falls under Scope 3 (indirect emissions). Business-class flights account for 45% of the total emissions of missions as illustrated in Figure 23.

To allow tracking of the evolution of carbon footprint, the 2019 baseline value for relocations (for which data are available for comparisons only from 2022) was estimated based on emission calculations for 2024 and adjusted for the number of removals.

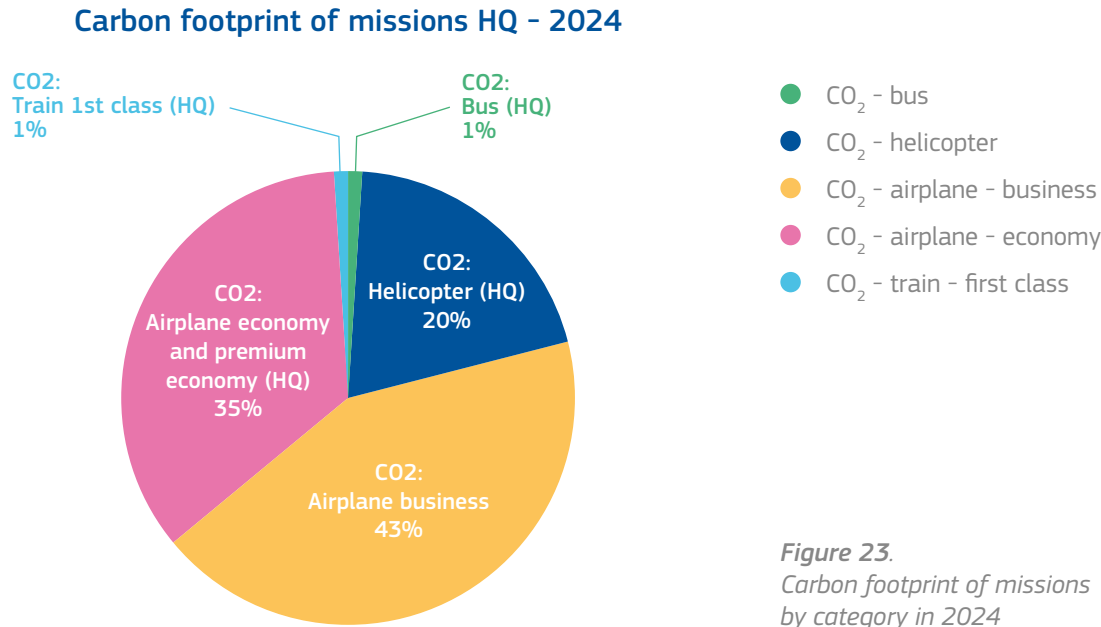


Figure 24 below shows the evolution of Scope 3 emissions.

Scope 3 - Other indirect sources (tonnes CO₂eq/FTE)

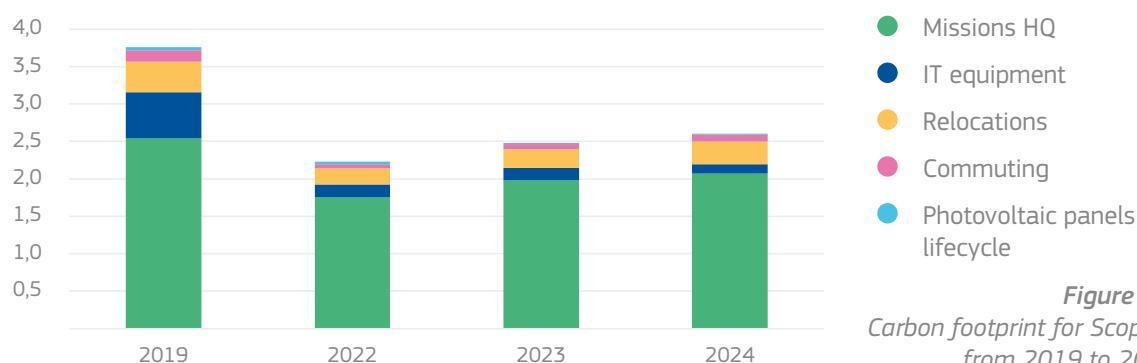


Figure 24.
Carbon footprint for Scope 3
from 2019 to 2024

ENVIRONMENTAL PERFORMANCE INDICATOR	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Train					
CO ₂ - Train - 1 st class	t CO ₂ e/FTE	0.01	0.01	0.01	0.01
CO ₂ - Train - 2 nd class	t CO ₂ e/FTE	0	0	0	0
Bus, Shuttle EP					
CO ₂ - Bus	t CO ₂ e/FTE	0	0	0	0.02
CO ₂ - Shuttle EP	t CO ₂ e/FTE	0	0	0	0
Air					
CO ₂ - Air taxi	t CO ₂ e/FTE	0.03	0.04	0.01	0.01
CO ₂ - Helicopter	t CO ₂ e/FTE	/	0	0.26	0.42
CO ₂ - Airplane - business	t CO ₂ e/FTE	1.87	1.22	1.0	0.93
CO ₂ - Airplane - economy	t CO ₂ e/FTE	0.58	0.45	0.59	0.65
CO ₂ - Airplane - premium economy	t CO ₂ e/FTE	/	/	0.05	0.12
Airplane - other	t CO ₂ e/FTE	0.02	0.03	0.03	0.03
Car					
CO ₂ - Official cars	t CO ₂ e/FTE	0	0.01	0.01	0.01
CO ₂ - Personal cars	t CO ₂ e/FTE	0.01	0.01	0.01	0.01
CO ₂ - Rented cars	t CO ₂ e/FTE	0	0	0	0
Taxi	t CO ₂ e/FTE	0	0	0	0
Boat					
CO ₂ - Boat	t CO ₂ e/FTE	0	0	0	0

Table 20.
Scope 3: Carbon footprint of missions, by sub-category

This carbon-footprint calculation is a first, conservative estimate. In line with sectoral best practice, the EEAS will refine it over the coming years by progressively adding further Scope 3 categories, including teleworking, additional purchased goods and services, waste treatment, etc. Doing so will require new data-mapping and collection processes, to be designed by the Greening Team with the relevant process owners. The long-term goal, endorsed in the recent Management Review, is to establish a robust carbon-reduction target once the expanded dataset is in place.

5.

LEGAL COMPLIANCE AND REGULATIONS

The EEAS is subject to the environmental regulations in force in the Brussels-Capital Region, Belgium, and Europe. Each building possesses an environmental permit issued by Brussels Environment, the competent authority in this matter in the Brussels-Capital Region, with the landlord as the holder of these permits.

To ensure compliance with regulations, the Greening Team maintains a comprehensive and regularly updated register of applicable legislation and conducts regular regulatory compliance audits. This register includes, but is not limited to, the following:

- Environmental permits issued by Brussels Environment;
- Regulations on the recycling, separation and disposal of waste;
- Regulations on health and safety, including the storage, handling and disposal of hazardous substances;
- Regulations on emission of air pollutants, gases and dust;
- Regulations on energy efficiency, energy management, building maintenance and refrigerant usage;
- Regulations on water, wastewater, effluent and sewage.

The Greening Team monitors environmental permits, ensures regulatory compliance, and communicates regulatory changes to operational services, which will adapt the relevant work processes if necessary.

In the event of an accident or incident detrimental to the environment, health, or safety of individuals, the EEAS will immediately inform Brussels Environment.

The EEAS complies with the requirements set out in the environmental permits and all applicable environmental legislation, except: the insufficient number of electric-vehicle charging points in the car parks. This is being addressed through corrective measures, ensuring full alignment with the applicable legal requirements. No fines, penalties or enforcement notices have been received.

References for existing environmental permits:

- Schuman Building: Extension No. 1,769,367 on June 10, 2022
- NEO Building: Extension No. 1,899,480 on March 28, 2024
- Belmont Building: Extension No. 638,916 on May 14, 2018

6. VALIDATION DECLARATION

Validation declaration

Community Eco-Management and Audit Scheme (EMAS)

VINÇOTTE nv

Jan Olieslagerslaan 35, 1800 Vilvoorde, Belgium

Based on an audit of the organisation, visits of its site, interviews with its staff, and the examination of the documentation, the data and the information, documented in the verification report N° **61505732**, VINÇOTTE nv declares, in its capacity as environmental EMAS verifier with registration number BE-V-0016, accredited for the scope 1, 10, 11, 13, 16, 18, 19, 20 (excl. 20.51), 21, 22, 23, 24, 25, 26, 27, 28, 29, 30.2, 30.9, 31, 32, 33, 35, 36, 37, 38, 39, 41, 42, 43, 45, 46, 47, 49, 50, 52, 53, 55, 56, 58, 59, 60, 62, 63, 70, 71, 72, 73, 74, 79, 80, 81, 82, , 84, 85, 86, 87, 88, 90, 93, 94, 95, 96, 99 (NACE-code), to have verified whether the sites as indicated in the **environmental statement 2025 – results for 2024** of the organisation

EEAS
European External Action Service

located at **Rond Point Schuman 9**
1046 Brussels
Belgium

and used for:

All the administrative and support activities carried out at the Brussels headquarters in the following buildings: Schuman, NEO and Belmont.

Meet all requirements of Regulation (EC) No 1221/2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), as amended by Regulations (EU) 2017/1505 and (EU) 2018/2026.

By signing this declaration, I declare that:

- The verification and validation has been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009 amended by Regulations (EU) No 2017/1505 and (EU) 2018/2026;
- The outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment;
- The data and information of the **environmental statement 2025 – results for 2024** reflect a reliable, credible and correct image of all sites activities, within the scope mentioned in the environmental statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No 1221/2009 amended by Regulations (EU) No 2017/1505 and (EU) 2018/2026. This document shall not be used as a standalone piece of public communication.

Declaration number: **25 EA 125**
Date of issue: **29 September 2025**



For the environmental verifier:

Eric Louys
Chairman Certification Commission



7. ANNEXES



7.1. Environmental policy of the EEAS

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ANNEX I

Environmental Policy of the European External Action Service (EEAS)

As the institution responsible for the external policies of the European Union (EU), the European External Action Service (EEAS) participates in the EU efforts to combat climate change and actively contributes to sustainable development.

Through our vast network of European Union Delegations and missions and operations, we engage with partners across the world and with international organisations. We do so by embracing the European Green Deal and its policies, supporting the green transition through our Green Diplomacy, and ensuring the integration of environmental practices and actions into our daily operations.

Our representation of the European Union is a global endeavour. In this role, we bear a responsibility not just to represent but also to lead by example. We are committed to act, to limit the environmental impact of our own activities through the comprehensive implementation of EMAS⁴ in the Headquarters and integrating environmental improvement measures into our daily operations in the Delegations⁵, civilian and military missions.

We recognise the active engagement of all EEAS staff as the driving force that will enable us to address this collective responsibility. We commit to continuously improve our impact, contribute to the UN Sustainable Development Goals, ensure legal compliance and prevent pollution, through:

1. **Reducing Carbon Emissions:** Our primary focus is to reduce carbon emissions. We will strive to contribute to the objectives of the European Union.⁶ We will achieve this by setting ambitious targets aligned with what we expect to be feasible from missions, buildings and digital solutions fit-for-purposes. As the EEAS is a more recent organisation, the baseline used for EMAS is 2019 and our objectives will be defined towards 2030 and 2050. This commitment entails a comprehensive approach, collaborating with fellow European Union institutions.
2. **Making Buildings Sustainable:** We are dedicated to a new era of sustainable infrastructure. This commitment is visible through the integration of stringent environmental and energy efficiency criteria into our building policies and projects. Our buildings will not only serve their functional purpose but also stand as beacons of environmental responsibility.
3. **Contributing to Circular Economy, Efficient Use of Resources and Waste Management:** We proactively prioritise waste prevention, efficient use of resources such as paper and water and explore the feasibility of circular economy principles in our infrastructure planning, stock, asset management, and procurement processes. This journey encompasses smart design, reparability, material reuse, recyclability, energy recovery, and responsible disposal. Our vision is a future where waste is minimised, and resources are maximally utilised.
4. **Promoting Sustainable Transport:** Our diplomatic activities are inherently intertwined with transportation. We aim to lead by example and show that diplomatic activity is possible while reducing the impact on the environment. That is why we will champion sustainable transport

⁴ Eco-Management and Audit Scheme.

⁵ EEAS pursues EMAS certification for its Headquarters. The Delegations will implement best practices from the EMAS principles according to a “light” EMAS system, based on voluntary participation.

⁶ 55% between 1990 and 2030 and carbon neutrality by 2050.

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solutions for daily commutes, missions, and all administrative and political activities, wherever possible.

5. **Strengthening Sustainable Procurement:** We aim to strengthen our sustainable procurement practices by setting clear targets for contract classification. We will fuse established best practices with innovative solutions tailored to the unique specifics of each market. Sustainability will be at the heart of every procurement decision.

Through a proactive communication and the active engagement of all EEAS staff and management, we commit to comprehensively describe, implement, and pursue this Environmental Policy. Our dedication to environmental stewardship remains at the very core of our mission—a mission where diplomacy converges harmoniously with sustainability.

This document is effective from the day following its signature.

On behalf of the EMAS Steering Committee,

Secretary-General

 Electronically signed on 22/12/2023 17:58 (UTC+01) in accordance with Article 11 of Commission Decision (EU) 2021/2121⁵

For ease of access, the policy is published on the EEAS website at:
[Environmental Policy for the European External Action Service | EEAS](#)

7.2. Detailed performance data

ENVIRONMENTAL PERFORMANCE INDICATOR	BUILDING	UNIT	TOTAL YEAR 2019	TOTAL YEAR 2022	TOTAL YEAR 2023	TOTAL YEAR 2024
Energy						
Electricity purchased	NEO	kWh	/	/	/	865,800
Electricity purchased	BLMT	kWh	/	523,918	453,420	463,618
Electricity purchased	Schuman	kWh	8,785,300	7,598,950	7,736,793	7,926,925
Photovoltaic panels production	Schuman	kWh	26,938	27,900	25,246	22,286
Gas (heating)	NEO	kWh	/	/	/	833,985
Gas (heating)	BLMT	kWh	/	1,284,860	900,043	915,319
Gas (heating)	Schuman	kWh	5,029,769	3,720,245	3,181,452	4,865,144
Water						
Water	NEO	m ³	/	/	/	1,787
Water	BLMT	m ³	/	1,544	1,998	1,740
Water	Schuman	m ³	18,998	9,653	11,609	11,996
Waste						
Residual Waste (non-hazardous)	NEO	kg	/	/	/	33,318
Residual Waste (non-hazardous)	BLMT	kg	/	17,706	18,754	20,061
Residual Waste (non-hazardous)	Schuman	kg	197,825	86,507	125,976	142,973
Paper waste	NEO	kg	/	/	/	21,020
Paper waste	BLMT	kg	/	9,840	9,920	9,900
Paper waste	Schuman	kg	82,656	43,460	60,020	55,740
PMD waste (plastics, metals, drink cartons)	NEO	kg	/	/	/	1,275
PMD waste (plastics, metals, drink cartons)	BLMT	kg	/	735	963	1,395
PMD waste (plastics, metals, drink cartons)	Schuman	kg	4,140	1,440	3,000	2,780
Organic waste	NEO	kg	/	/	/	600
Organic waste	BLMT	kg	/	/	/	1,200
Organic waste	Schuman	kg	11,844	12,030	30,510	49,540
Glass waste	NEO	kg	/	/	/	280
Glass waste	BLMT	kg	/	140	315	245
Glass waste	Schuman	kg	1,197	560	385	1,260

7.3. Emissions factors used

NAME	UNIT	SOURCE	Kg CO ₂ e per unit
Heating buildings (scope 1)			
Natural gas (LHV)	kgCO ₂ e/kWh	Belgium - co2emissiefactoren.be Based on data from Fluvius & Bilan Carbone	0.2439
Refrigerants (scope 1)			
R410A	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	1,924
R134A	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	1,300
R404A	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	3,943
R407C	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	1,624
R417A	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	2,127
R32	kgCO ₂ e/kg	ADEME, Base Carbone® v23.4 (30% uncertainty)	677
R513A	kgCO ₂ e/kg	Belgium - co2emissiefactoren.be	573
Purchased electricity (scope 2)			
Green electricity -market based (100% renewable)	kgCO ₂ e/kWh	Belgium - co2emissiefactoren.be This EF can be used if the purchased electricity is 100% renewable (solar, wind, water). This can be checked on the invoice or a Guarantee of origin (Garantie van oorsprong) can be requested from the supplier.	0
Green electricity – location-based (Belgian residual mix 2024)	kgCO ₂ e/kWh	Association of Issuing Bodies (AIB), “Residual Mixes 2024 – Belgium”	0.231
IT equipment (scope 3)			
Computer - fixed - office	kgCO ₂ e/unit	ADEME, Base Carbone® v23.4, 50% uncertainty Includes CO ₂ of • Matières premières (82,9 kg CO₂e/unit); • Approvisionnement (4,75 kg CO₂e/unit); • Mise en forme (4,19 kg CO₂e/unit); • Assemblage (1,76 kg CO₂e/unit); • Distribution (75,4 kg CO₂e/unit)	169
Screen	kgCO ₂ e/unit	ADEME, Base Carbone® v23.4, 50% uncertainty Includes average of CO ₂ from a screen of 23,8 inch and 21,5 inch.	248

Computer - portable	kgCO ₂ e/unit	ADEME, Base Carbone® v23.4, 50% uncertainty Includes CO ₂ of • Matières premières (120 kg CO₂e/unit); • Approvisionnement (1,89 kg CO₂e/unit); • Mise en forme (0,75 kg CO₂e/unit); • Assemblage (1,9 kg CO₂e/unit); • Distribution (31,7 kg CO₂e/unit)	156.24
Photovoltaic panels production (scope 3)			
Photovoltaic panels production	kgCO ₂ e/m ²	One Click LCA (based on Photovoltaic monocrystalline panel, per m ² , 14,5 kg/m ² , 224 Wp)	258
Photovoltaic panels production	kgCO ₂ e/kWp	One Click LCA (calculated by dividing this with 3)	1,230
Commuting (scope 3)			
See separate table			
Relocation of staff (scope 3)			
Airplane (business)	kgCO ₂ e/passenger.km	from MIPS	0.393
Airplane (economy)	kgCO ₂ e/passenger.km	from MIPS	0.163
Boat	kgCO ₂ e/passenger.km	from MIPS	0.023
Freight via boat, containerships - mean value	kgCO ₂ e/t.km	ADEME, Base Carbone® v23.4 (60% uncertainty) - line 12228	0.00847
Freight via Aircraft - long haul >3500 km, big aircrafts > 100 tons	kgCO ₂ e/t.km	ADEME, Base Carbone® v23.4 (10% uncertainty) - line 837	0.591

Emissions factors used for Commuting (Brussels Region)

Source: <https://enquetemobilite.brussels/static/media/info-impact-environnemental.pdf>

	CO ₂	NO _x	PM10
Car	190,9	0,59	0,057
Car-sharing	95,5	0,29	0,029
Motorbike	105,5	0,22	0,047
STIB	42	0,2	0,008
De Lijn	85	0,66	0,026
TEC	85	0,66	0,026
Train	26,6	0,05	0,002
Shuttle	32,4	0,21	0,007
Bike	0	0	0
On foot	0	0	0

7.4. Sectoral benchmarks of excellence (public-administration offices)

ENVIRONMENTAL INDICATOR (OFFICE SCOPE)	BENCHMARK OF EXCELLENCE	NORMALISATION UNIT	SRD REFERENCE
Total annual energy use (heating + cooling + electricity)	≤ 100 kWh final energy / m ² ·yr	kWh/m ² ·yr	§ 3.1.1
Total water use	≤ 6.4 m ³ / FTE·yr	m ³ /FTE·yr	§ 3.1.2
Total office waste generated	≤ 200 kg / FTE·yr	kg/FTE·yr	§ 3.1.3 (i7)
Residual waste to landfill	0 kg / FTE·yr (zero-to-landfill)	kg/FTE·yr	§ 3.1.3 (b2)
Office paper consumption	≤ 15 sheets A4 / FTE·day	sheets/FTE·day	§ 3.1.4
Primary energy in new public buildings (information only)	≤ 60 kWh primary / m ² ·yr	kWh/m ² ·yr	§ 3.1.1 (new building)
Total GHG (Greenhouse gases) emissions (Scopes 1 + 2 + 3)	No numeric benchmark set – continual-improvement indicator	expressed only as gross t CO ₂ e	§ 3.1.1 note (i4)

Source:

Commission Decision (EU) 2019/61 – JRC Sectoral Reference Document / BEMP for Public Administration)
<https://eur-lex.europa.eu/eli/dec/2019/61/oj/eng>

Notes:

- Indicators 1–5 are normalised either per square metre or per full-time equivalent (FTE), in line with BEMP guidance.
- The EEAS reports carbon: (i) as an absolute total (t CO₂e) covering all three scopes, and (ii) as a normalised figure per FTE (see Chapter 4.3, Table 19). Only the gross total is compared year-on-year because the SRD sets no quantitative benchmark for GHG emissions.

Contact

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An updated version of the Environmental Statement will be published in autumn 2026.

The next complete Environmental Statement will be published in autumn 2028, following the next full verification audit.



