



**CROSSOVER**  
**GROUP**

## Energy Management Plan

Crossover Logistics Europe B.V.



## Inhoud

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# Energy Policy in accordance with the CO2 Performance Ladder

In an era where sustainability and responsibility are central, we, as Crossover Group, recognize the crucial role we play in reducing our ecological footprint and promoting a circular economy. As a leading logistics company involved in container shipping, office operations, and air travel, we have a unique responsibility to optimize our operational activities and minimize environmental impact.

With this in mind, we have decided to develop an energy policy that meets the standards of the CO2 Performance Ladder. This policy not only represents our commitment to sustainability but also a strategic approach to improving our operational efficiency, saving costs, and making a positive contribution to society and the environment.

This document provides a detailed overview of our vision, objectives, and measures to reduce our CO2 emissions and promote more sustainable business operations. By implementing these strategies and engaging all our stakeholders, we aim to set an example in the logistics sector and make a difference in the world we live and work in.

Link to website CO2 performance ladder company page Crossover Logistics Europe B.V.:

[https://www.co2-prestatieladder.nl/deelnemers/Crossover\\_Logistics\\_Europe](https://www.co2-prestatieladder.nl/deelnemers/Crossover_Logistics_Europe)

## 1. Objectives

- Reduce total CO2 emissions by 1% over the next year.
- Continuously improve energy efficiency in offices and operations.
- Promote sustainable transport methods for container shipping.
- Promote sustainable transport methods for commuting home-office.
- Encourage active involvement of both internal and external stakeholders by informing them about established policies and guidelines for reducing CO2 emissions, aiming to stimulate joint efforts and effective collaboration.

## 2. Measures

### 2.1 Office Operations

- Implementation of energy-efficient lighting systems, such as LED lighting.
- Regular maintenance of HVAC systems (Heating, Ventilation, and Air Conditioning) to maximize efficiency.
- Promote digital working to reduce paper consumption.
- Encourage teleworking and flexible working hours to reduce commuting.

### 2.2 Container Shipping

- Invest in energy-efficient transport vehicles, such as hybrid or electric trucks for first and last miles.
- Optimize routes and loading processes to reduce fuel consumption.
- Promote multimodal transport solutions, such as using trains or inland shipping for long distances.

### 2.3 Air Travel

- Offset CO2 emissions from air travel by investing in certified CO2 offset projects.
- Promote video conferencing and other virtual communication means as alternatives to business flights.
- Consider using more fuel-efficient planes or optimizing flight routes.

### 3. Monitoring and Evaluation

In our relentless commitment to sustainability and responsibility, we place particular emphasis on thorough monitoring and evaluation of our energy performance. To obtain a clear and accurate picture of our environmental impact, we adopt a robust approach based on carefully selected Key Performance Indicators (KPIs). These KPIs serve as our guidelines, allowing us to periodically measure and analyse energy consumption and CO2 emissions to track our progress and make necessary adjustments.

### 4. Stakeholder Engagement and Communication: Building Sustainable Partnerships Together.

In our sustainability vision, stakeholder engagement is central as an essential pillar for success. We acknowledge that achieving our ambitious energy goals is not possible without the active participation and contribution of our employees, suppliers, and other key stakeholders. Therefore, we embrace an inclusive approach focused on engaging and inspiring these diverse groups to collectively achieve sustainable impact.

To foster this engagement, we have developed a transparent and accessible energy policy open to feedback, ideas, and innovative solutions from all stakeholders. We encourage active participation and create a culture where collaboration and dialogue are encouraged, aiming to promote shared responsibility and successes.

#### 4.1 Active Participation in CO2 Reduction Initiatives

Within our organization, we emphasize the importance of collective action for CO2 reduction. Therefore, we actively participate in at least one sector or chain initiative. We engage in relevant working groups, publicly share knowledge, and provide essential information to the initiative, fostering collaboration and encouraging concrete steps towards a more sustainable future within our industry.

Activities 2024: Event Netherlands CO2 Neutral - March 7, 2024.

Planned activity for 2025:

- Event 'The new manual' - 20-03-2025
- Event Netherlands the future of sustainability – 26-06-2025.S

### 5 Energy assessment

In the energy assessment below, the energy consumption is analysed in more detail. In this way, the largest consumers are made visible and, if possible, historical consumption is taken into account.

#### **Historical comparison**

We have been measuring our footprint since the past year. A more details comparison will be made after this years' ending to ensure progress. We moved office in 2024 and have reassessed the consumption and our goals accordingly.

#### Electric lease car

Fuel is not used within Crossover Logistics Europe. The only leased car is an electric car. The car is used to promote employee mobility and to reduce emissions from business traffic.

#### Air travel

The air travel is project-based and dependent on assignments. Objectives for reducing air travel are included in the energy management plan.

Below is the CO2 emissions resulting from air travel in 2024:

- Air travel 0 – 700 km: 0,5482994 tons.
- Air travel 700 – 2500 km: 0 tons.
- Air travel 2500+ km: 0 tons.

There is a summary of the trips made. The number of flights for meetings can be reduced by using audiovisual tools such as Teams, Zoom, and Skype where possible.

### Electricity

Crossover has attempted to map out the energy consumption in the building. However, this proves to be a challenging task since an 'all-in' contract has been signed with the landlord. As a result, no separate invoice is sent to Crossover. In the middle of 2024 Crossover moved to a new building, also with a plus all-in contract. Due to the lack of numbers from the landlord of the previous property, the electricity consumption of 2023 is taken for the first six months of 2024.

### Gas

Energy is received in Crossover's office building through district heating, and this consumption is also difficult to track due to the 'all-in' contract with the landlord. Consequently, no separate invoice is sent to Crossover. In the middle of 2024 Crossover moved to a new building, also with a plus all-in contract. Due to the lack of numbers from the landlord of the previous property, the gas consumption of 2023 is taken for the first six months of 2024.

## 6 List of measures and relative position

In the CO2 Performance Ladder measure list (completed online on [www.CO2-prestatieladder.nl](http://www.CO2-prestatieladder.nl)), we have indicated which measures are being met and which measures are being pursued. Based on the report, our relative position was determined. Not all of SKAO's measure activities have been selected in our list of measures, as not all of them are relevant to us. The completed list of measures is stored as a separate document and is not attached to this report.

| Measure                  | N.A. | Not filled in | A | B | C |
|--------------------------|------|---------------|---|---|---|
| Office                   |      |               | X |   |   |
| Building                 |      |               | X |   |   |
| Leases                   |      |               | X |   |   |
| Green Gas                |      |               |   |   | X |
| Electric Vehicles        |      |               | X |   |   |
| Air conditioning systems |      |               | X | X |   |
| Public transportation    |      |               |   |   | X |
| Efficient Hardware       |      |               | X |   |   |

Based on the completed list of measures, it appears that we can be seen as a mid-range (B). There are still quite a few opportunities in the field of commuting, we could stimulate commuting by means of public transport as our office is well situated for this. This conclusion is in line with our own assessments and experiences regarding the state of affairs of our main competitors in the region.

## 7 Conclusion

In light of urgent climate challenges and the need for collective action, our organization is determined to take a leading role in CO2 reduction. We strongly believe that real change is only possible through collaboration with all stakeholders within our industry and beyond. Therefore, we are actively committed to building bridges, sharing knowledge, and defining joint objectives.

Our commitment goes beyond words; it is a promise to future generations and our planet. Through collaborative efforts, transparent communication, and proactive engagement in sector and chain initiatives, we aim to achieve tangible results and meet the set CO2 reduction goals. Together with our stakeholders, we will continue to innovate, invest, and implement, believing that a more sustainable future is within reach when we unite our strengths.

B. Breekweg

Director

Date: 12 March 2025



# Appendix 1 plan of approach

| Scope | Energy flow                       | Subjects                                            | Based on | Actions                                                                                                                                                        | Responsible   | Deadline     | Expected CO2 reduction % | Status | Monitoring                       |
|-------|-----------------------------------|-----------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------|--------------------------|--------|----------------------------------|
| 1     | Electricity consumption lease car | Reduce CO2 emissions from the fleet by 1%           | KM       | Purchasing/leasing of fully electric lease cars                                                                                                                | Director      | 31-12-2024   | 1%                       | Done   | Electricity consumption analysis |
|       |                                   |                                                     |          | Efficient planning of driving movements                                                                                                                        | All employees | Consistently |                          | Open   |                                  |
|       |                                   |                                                     |          | Annual tire pressure check for lease cars                                                                                                                      | All employees | Consistently |                          | Open   |                                  |
|       |                                   |                                                     |          | Informing employees about electric driving                                                                                                                     | QHSSE Manager | 31-12-2025   |                          | Open   |                                  |
|       |                                   |                                                     |          | Drawing up a campaign to promote electric driving                                                                                                              | QHSSE Manager | 31-12-2025   |                          | Open   |                                  |
| 2     | Business Air Travel               | Reduce CO2 emissions from business air travel by 1% | CO2      | Campaign when virtual meetings and when live meetings are necessary.                                                                                           | QHSSE Manager | Consistently | 1%                       | Open   | Flight overview analysis         |
|       |                                   |                                                     |          | "Combine" planned visits                                                                                                                                       | QHSSE Manager | Consistently |                          | Open   |                                  |
|       |                                   |                                                     |          | Explore setting up a program to offset air travel emissions by investing in carbon offset projects, such as forestry initiatives or renewable energy projects. | QHSSE Manager | 31-12-2025   |                          | Open   |                                  |
| 2     | Consumption of property           | Reduce consumption by 1%                            | KWH      | Regular maintenance of HVAC systems (Heating, Ventilation, and Air Conditioning) to maximize efficiency.                                                       | QHSSE Manager | Consistently | 1%                       | Open   | consumption analysis             |
|       |                                   |                                                     |          | Implementation of energy-efficient lighting systems, such as LED lighting.                                                                                     | QHSSE Manager | 31-12-2025   |                          | Open   |                                  |
|       |                                   |                                                     |          | Promote digital working to reduce paper consumption.                                                                                                           | QHSSE Manager | Consistently |                          | Open   |                                  |

|  |  |  |  |                                                                                                                     |               |              |  |      |  |
|--|--|--|--|---------------------------------------------------------------------------------------------------------------------|---------------|--------------|--|------|--|
|  |  |  |  | Encourage teleworking and flexible working hours to reduce commuting.                                               | QHSSE Manager | Consistently |  | Open |  |
|  |  |  |  | Turn off appliances when not in use and use energy-efficient appliances.                                            | QHSSE Manager | Consistently |  | Open |  |
|  |  |  |  | Night lights off                                                                                                    | QHSSE Manager | Consistently |  | Open |  |
|  |  |  |  | Reduce the use of disposable products such as plastic cups, cutlery and napkins. Use reusable alternatives instead. | QHSSE Manager | Consistently |  | Open |  |
|  |  |  |  | Buy sustainable and eco-friendly office supplies and equipment.                                                     | Director      | Consistently |  | Open |  |