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European Medicines Agency

Environmental Statement 2025

Reporting on performance for 1 January to 31 December 2025

In accordance with EMAS Regulation Article 4 (1) (d) and Annex IV



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Foreword



As in previous years, following the registration of our Environmental Management System under the EMAS management standard in early 2025, I am pleased to present the Environmental Statement covering the period from January to December 2025.

As a body of the European Union (EU), the European Medicines Agency (EMA) recognizes its responsibility to safeguard the environment for both present and future generations. Our goal is to minimise our environmental footprint wherever we can, particularly around pollution prevention, the sustainability of our operations and in reducing waste and emissions.

There has been significant progress made since the launch of the Green Deal in 2019 and the European Climate Law in 2021 at both EU and national levels. These legislations have provided more impetus to support and encourage change – within organizations and among individuals.

We are continuously searching for new ways to reduce our environmental impact. Our agency operates from an environmentally certified building that meets BREEAM Excellent standards and holds an Energy Label A++. In 2025, we reviewed and updated our Environmental Management Roadmap 2025 to 2028, reaffirming our vision to be a climate-friendly and resource-efficient organization with a target of continuous improvements.

The Agency’s leadership will continue to provide strategic direction and drive improvements in our environmental management at all levels.

Emer Cooke
Executive Director

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1. Introduction to this document

This environmental statement has been developed to provide information to the public and other interested parties about the European Medicines Agency's (the 'Agency') environmental performance and initiatives in 2025. It is prepared in accordance with the European Eco Management and Audit Scheme (EMAS) standard, revised Regulation (EC) No 1221/2009 included Annexes I, II, III as amended in 2017 to reflect the revised ISO 14001:2015, and Annex IV, as amended in 2018 to reflect the environmental reporting requirements, whereby it also fulfils the requirement of disclosure of information relating to environmental matters in accordance with Directive 2014/95 (EU)[1]. Furthermore, the Agency is voluntarily using the JRC Science for Policy Report 'Best Environmental Management Practice for the Public Administration Sector'[2] (BEMP) for the preparation of this Environmental Statement, specifically chapter 2 and 12, since that is the Management Practice closest to our activities. Additionally, the Agency is also voluntarily using the European Commission Decision (EU) 2019/61 on the sectoral reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector[3] under the EMAS regulation (SRD), with special focus on chapter 3.1 'Best Environmental Management Practices for sustainable offices' and chapter 3.11 'Best environmental management practices' for green public procurement taken into account, when applicable, for the same reasons.

The Agency uses an environmental management system (EMS), which is registered under the EMAS Regulation, since 17 January 2025.

This environmental statement is validated by a licensed environmental verifier through a public procurement procedure, to be compliant with the EMA's registration under EMAS. It was shared with EMA's Management Board and made public by uploading it to the EMA website, for the public and other interested parties to access. The Agency will publish environmental statements on an annual basis, made available for download on its website. This statement applies to all staff members, delegates, contractors, visitors and other authorised persons working within the premises of the Agency without exception.

EMA will provide and publish the next consolidated environmental statement in December 2027.

[1] https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32014L0095
[2] https://susproc.jrc.ec.europa.eu/product-bureau/sites/default/files/inline-files/PublicAdminBEMP.pdf
[3] Commission Decision (EU) 2019/61 of 19 December 2018 on the sectoral reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector under Regulation (EC) No 1221/2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS)Text with EEA relevance. (europa.eu)

2. EMAS validation of this document



EUROPEAN MEDICINES AGENCY

Environmental Verifier's Declaration on Verification & Validation Activities

BSI Group Italia S.r.l., with EMAS environmental verifier registration number IT-V-0021, accredited for scope 99.00, declares that it has verified the whole organisation as indicated in the updated environmental statement of European Medicines Agency with registration number NL-000042, which meets all requirements of **Regulation (EC) N° 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) and subsequent amendments (Regulation (EC) N°1505/2017 and Regulation (EC) N°2026/2018).**

By signing this declaration, I declare that:

- The verification and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009,
- The outcome of the verification and validation confirms that there is no evidence of noncompliance with applicable legal requirements relating to the environment,
- The data and information of the updated environmental statement of European Medicines Agency reflect a reliable, credible and correct image of all the organisation's 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. This document shall not be used as a stand-alone piece of public communication.

Date: 29/10/2026

David Faudl

BSI Group Italia srl Representative

3. About the European Medicines Agency

3.1. European Medicines Agency

The EMA is a decentralised body of the European Union (EU), based in Amsterdam, the Netherlands since 2019. The Agency was established in 1995 and operates under Council Regulation No 726/2004 to provide a system for the authorisation of medicinal products for human and veterinary use.

Under the 'Seizing opportunities in a changing medicines landscape' the European medicines agencies network strategy 2028 adopted on 13 March 2025 EMA will contribute to protecting public health at a time of rapid change to continue fostering the development and supply of medicines in the EU focussing on the path to accessibility, maximise the use of data and evidence generation to support decision making, deepen and foster communication and collaboration with stakeholders to support innovation and boost competitiveness whilst promoting environmentally sustainable practices in pharmaceutical development, manufacturing and the use and disposal of medicines in line with other initiatives related to the Green Deal and the Net-Zero Industry Act, maintain attention to antimicrobial resistance and other health threats, strengthen the availability of medicines by coordination of activities with stakeholders and regulators, and manage the network's workload to ensure that the regulatory system is not under undue strain.

On the level of EMA and the network of national competent authorities of the 27 EU Member States plus those of Iceland, Liechtenstein and Norway the direction is further developed to support change and prepare the network to play their part and implement the needed actions. The high-level goals and supporting recommendations will feed into members' detailed workplans whilst acknowledging its broad guiding principles of supporting environmental sustainability through reduced use of resources, emissions, degradation and pollution related to pharmaceuticals.

Additional direction is provided by the European Green Deal and other EU Priorities with an aim to improve public and animal health and the environment with several measures.

3.2. Description of Activities and Services

As a decentralised Agency of the European Union, the Agency's main responsibility is the scientific evaluation of medicines for human and veterinary use and the expert meetings linked with these activities, all carried out in a general office environment supported by back-office services such as meeting administration, IT, catering, housekeeping, security, facility maintenance and reprographics. Our mission is to foster scientific excellence in the evaluation and supervision of medicines, for the benefit of public and animal health in the EU.

EMA performs its activities under a legal framework by the European Union to ensure a high level of protection of human health, with EU legislation for the authorisation, manufacture and distribution of veterinary and human medicines in the EU. Additional legal frameworks are in place for specialised medicines sector such as paediatric medicines, advanced therapies, medicines of orphan designation (i.e. rare diseases), herbal medicinal products and pharmacovigilance legislation.

The Agency facilitates development and access to medicines, evaluates applications for marketing authorisation, monitors the safety of medicines across their lifecycle and provides information to healthcare professionals and patients.

As part of the process for submitting applications for development of new medicinal products the companies must perform environmental risk assessments (ERA) that are submitted to EMA for evaluation in conjunction with all other relevant documentation to support the request for marketing authorisation of medicinal products intended for human or veterinary use. Assessment of ERA's are

performed as required under EU regulations and in accordance with specific guidelines. The Agency's influence on human and animal health is recognised, with a possible indirect effect from the EMA actions on the environment with regards to the evaluation of medicines. The new Pharmaceutical Legislation has an increased focus on Environmental Risk Assessments to reduce the risk of discharges of biochemicals or other harmful substances at the time of production, consumption and disposal of medicines. The new Pharmaceutical Legislation was agreed by the European Parliament and Council on 11 December 2025 and will enter into force in 2026 with a two-year transition period before becoming fully applicable in 2028 and fully implemented across member states by 2029.

EMA operates in a network with the medicine's regulators from the 27 member states and organises the scientific committees with delegates from each of the member state regulators, the European Commission and the European Parliament. The committees meet on a monthly basis for two to four days each time, except for August. For emergency situations such as severe adverse effects or other medicine-related problems, or pandemic diseases where access to new medicinal products is critical the committees may also need to congregate in between of the ordinary meetings.

To establish the classification of the Agency activities the Nomenclature des Activités Économiques dans la Communauté Européenne (NACE) is used. The one applicable to the EMA is the following:

99.00 - Extra-territorial organisations and bodies.

3.3. Indirect environmental sustainability value from core activities

During 2025 some EMA achievements in the core activities are recognised to have a positive environmental sustainability value.

On 30 January EMA confirmed collaborating with four other EU health and environment agencies under a One Health approach addressing the growing threat of azole fungicide resistance in Aspergillus fungi[4], an increased risk due to extensive use of azole fungicides in some agricultural and horticultural practices. The report reinforces the value of a One Health approach in addressing complex health threats like antifungal resistance with recommended actions of continuing cross-disciplinary collaboration, strengthen surveillance, advance research, and implement effective measures to safeguard public health, animal health, and the environment.

In May EMA's human medicines committee (CHMP) recommended several changes to the way the antibiotic azithromycin is used in the EU, including the removal of certain indications[5]. Azithromycin has been used for decades to treat a wide range of infectious diseases, both in children and adults, which highlights its importance for public health. However, azithromycin is also classified by WHO as an antibiotic that carries a higher risk of antimicrobial resistance and is included in WHO's watch category. As it is crucial to maintain the effectiveness of this antibiotic, which is active against many types of bacteria, EMA has reviewed all available data to promote a more rational use of this antibiotic based on current evidence. As a result of this review, most of the authorised uses have been amended to make them more precise. The dosing recommendations, including per age groups, have also been harmonised. In addition, azithromycin can no longer be used in cases where its effectiveness has not been clearly demonstrated.

On 25 July EMA confirmed recommending a change in the composition of Trixeo Aerosphere and its duplicate product Riltrava Aerosphere to replace the existing gas propellant with a low global warming potential (GWP) gas alternative[6]. The new low GWP alternative propellant has a 1000-fold reduction in

[4] One Health: EU agencies unite to tackle azole fungicide resistance in Aspergillus fungi | European Medicines Agency (EMA)
[5] Changes to the use of antibiotic azithromycin | European Medicines Agency (EMA)
[6] First reformulation of an inhaled medicine with environmentally friendly gas propellant | European Medicines Agency (EMA)

global warming potential and similar physical properties compared to the current propellant. Trixeo Aerosphere and Riltrava Aerosphere are the first inhaled medicines in the EU that have a gas propellant with low GWP.

3.4. The EMA Environmental Roadmap

During the early part of 2025 a new Roadmap for Environmental Management 2025 to 2028 was developed and approved by the EMA Executive Board in August 2025. The focus of the roadmap is the continuous improvements to reduce its carbon emissions by maintaining an environmentally friendly approach to the occupancy of the EMA building and to the EMA operational activities, providing an environmentally friendly working environment to staff including delegates and visitors, maintaining a green approach in procurement, including environmental targets and reporting in its planning and reporting, continuous involvement of staff for awareness, making available external communication, and preparing for possible carbon off-setting.

3.5. EMA resuming office-based work and activating deprioritised work

The European Medicines Agency (EMA) relocated to its current building in early January 2020. However, due to the COVID-19 pandemic, EMA operated under Business Continuity status from March 2020.

Following two years of complete teleworking, a gradual return to office-based work began in 2022, gradually increasing until 2024, when new working time and hybrid working rules were introduced, allowing up to 60% teleworking from within the Netherlands and up to 10 days of teleworking from outside the place of employment.

From 2024 the activities previously deprioritised due to the covid-19 business continuity situation have fully resumed. Delegates are reimbursed when attending meetings on-site and some attendance is also recorded by non-reimbursed visitors. The number of reimbursed delegates continues to increase with 3,476 in 2023, 3,759 in 2024, and 4,937 in 2025. The practice of organising every other scientific meeting virtually has been maintained in 2025.

The initial years of occupancy of the EMA building were marked by challenges related to the installation and calibration of utility meter readers. In 2023, the District Heating and Cooling provider, Vattenfall, had to perform a major recalculation and adjustment of cooling consumption data due to issues with the initial installation. In 2025 some further adjustments were performed and are described in more details in section 8.1.

Environmental data related to building performance and facilities services has been continuously collected. However, due to the disruptions during the early years of occupying the EMA building, only the data from 2024 and onwards is considered representative of regular office operations. Therefore, 2024 serves as the baseline year for future monitoring and reporting on building performance. From 2025 the monitoring of energy efficiency has been complimented by performing an analysis by using the WEii-protocol.

3.6. Updated European Commission's 'Guide to missions and authorised travel'

With effect from 1 January 2026 the Agency adopted the Commission's updated mission guide.

The guide offers guidance on how to organise business travel in a sustainable and ethical way. Business travel is an essential and necessary means to further the Agency's goals, by allowing face-to-face contact with relevant interlocutors and stakeholders inside and outside the EU. Staff members can

also be authorised to travel in a professional capacity to engage in outside activities that align with the Agency's mission and objectives. Authorisation to travel is granted with careful consideration ensuring that it contributes meaningfully to the organisational aims and with understanding the need for outreach to stakeholders and the public. In line with environmental commitments the environmental impact of business travel should be reduced, while remaining mindful of the need for outreach to stakeholders and the public. To achieve this, principles for greener business travel should be followed, when possible, with the guide allowing train travel costing up to 40% more than flying.

In addition, the updated guide contains an increased focus towards the highest ethical standards and the need of being mindful of not only real or potential conflict of interest, but also what may reasonably be perceived as such[7] as well as the risk to the Agency's reputation or independence.

Ahead of 2026, when the new guide will have been fully implemented, an analysis of the impact of the increased sustainability focus and the sensitivity to real, potential and perceived conflict of interest, for missions previously partially or fully paid by third parties, is required.

In compliance with the updated guide, the focus on sustainability creates an increased use of train services for missions, which mainly impacts short haul missions to certain limited locations in Europe, thereby reducing the carbon emissions from such missions. It does not impact medium or long-haul missions in Europe and internationally, such as those mandated by the EC e.g. the request for EMA to support the African Medicines Agency (AMA) activities or participation in international networks for example the International Coalition of Medicines Regulatory Authorities (ICMRA) co-founded by the Agency, the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), and participation in activities by the Drug Information Association (DIA), a global association that mobilizes life science professionals from across all areas of expertise to engage with patients, peers and thought leaders in a neutral environment, founded as a response to the controversy over the drug Thalidomide in 1964 to foster cooperative efforts across the world. In parallel to the effect of the sustainability focus stemming from the updated guide, the ethical considerations lead to a discontinuation of previously received third party contributions in part or fully for participation in scientific networks with missions performed by scientific staff in activities that are essential and indispensable to the EMA mission and the global network supporting international collaboration.

For 2026, the financial budget for staff missions was increased by 76%, partly due to the cost increase in ticketing for train travel, and with a majority to cover for the staff missions' cost previously paid by third parties.

Accordingly, since the carbon emission calculations need to follow the organisation responsible for paying, the carbon emissions budget needs to be recalibrated to form a carbon emission baseline to be used from 2026 and onwards. The updated carbon budget baseline will be subject to the 5% year-on-year reduction as set in the Agency Single Programming Document.

3.7. EMA building energy benchmarking

To assess the energy efficiency of the EMA building EMA has used the WEii-protocol[8] version 3.1, created by the Dutch Green Building Council for benchmarking purposes. Further details are presented in chapter 8.2.1.

[7] A perceived conflict of interest covers objective circumstances affecting trust and confidence in a person's or entity's independence and impartiality and covers any situation that in the eyes of a reasonable observer may appear as a situation of conflict of interest, even if the conflict of interest does not materialise or even if the person does not actually benefit from the situation.
[8] https://www.weii.nl/protocol-26

4. European Medicines Agency Environmental Management System (EMA EMS)

4.1. About EMAS

The EU Eco-Management and Audit Scheme (EMAS) was established by the European Commission to assist organisations in evaluating, reporting and ultimately improving environmental performance. EMAS is fully compatible with, and largely based upon, the ISO 14001 Environmental Management System (EMS), but has additional requirements including conducting an initial environmental review, reporting on a set of core indicators and the publication of the environmental statement.

The EMA established its EMS in 2021 and achieved EMAS registration in 2025. This is the third environmental statement produced by the EMA in full accordance with the EMAS regulation.

4.2. Context and purpose of the EMA EMS

As a decentralised Agency of the European Union EMA works in close collaboration with the European Commission and is an important contributor to union-wide initiatives such as the Green Deal and One Health. The European Commission communicates its expectations to the agencies and institutions to follow its lead voluntarily in greening activities such as by registration to the EMAS management standard, and by reaching carbon neutrality.

In parallel, since 2024 EMA has been receiving a grant from the European Commission towards a five-year program to support the setting up of an African Medicines Agency. This includes inviting delegations from the African countries to learn from EMA practices at the EMA in Amsterdam, as well as sending EMA delegations to the African countries to support on the local level. These activities are not suitable to be performed virtually and will therefore generate business travel from both EMA staff and African delegates.

EMA operates under the same staff regulations as the European Commission and will implement new EU guidelines for staff missions and authorised travel to come into force in 2026, with higher level of environmental consideration to the means of transportation and limitation of the number of staff participating at the same event. Participation in person is still favoured by many staff as an opportunity to broaden the experiences and networking.

The EU institutions finalised the new Pharma Legislation, expected to come into full force in 2028 which will likely have an impact on the EMA with new operational activities, for example regarding evaluation of Environmental Risk Assessment of new medicinal products to a larger extent than currently.

To reach the workforce of tomorrow, there is a growing demand from especially the younger generations for higher level of environmental awareness in private and public sector to be considered an attractive employer.

The purpose of implementing an EMS at EMA is to clarify the direct environmental aspects and impacts from the Agency’s activities, to be used to support an approach of continuous improvements through

the principles of plan-do-check-act cycle. Through the structure of EMAS a systematic review process is reinforced that can be used to determine suitable objectives, targets and actions, but also support identifying opportunities to broaden the scope of the EMS to include the indirect aspects of the EMA core activities, where relevant.

The EMA EMS is registered under the EU Eco-Management Audit Scheme – Regulation (EC) No 1221/2009 (EMAS), Commission Regulation (EU) 2017/1505 (updated Annexes I, II and III) and Commission Regulation (EU) 2018/2026 (updated Annexe IV).

4.3. Scope of the EMA's environmental management system

To determine the scope of the EMA EMS, the EMA's structure, compliance obligations, the needs and expectations of relevant stakeholders and the level of control and influence of activities resulting in actual or potential environmental risks and impacts need to be assessed. The Agency operates from its headquarters premises in Amsterdam, the EMA building. Due to the environmental impact from staff and delegate business travel those emissions are also included within the scope of the EMA EMS. From 2024 emissions from staff commuting, and energy emissions whilst teleworking are surveyed and included within the scope of the EMA EMS. Services provided by procured services for example cloud-based network services or the external archives services are not included in the scope of the EMS due to the services being provided in shared facilities and due to the very limited ability for the Agency to be in control of those premises. It is procured with implementation of green criteria, in line with Public Procurement procedures.

4.4. Methodological assumptions

For the calculation of the Agency carbon footprint the Greenhouse Gas Protocol methodology Scope 1, 2 and 3 is applied.

For calculation purposes the number of full-time equivalent (FTE) per year from the EMA Annual Activity Reports, Annex 5, have been used.

For monitoring consumption data, the information provided as supporting information to invoicing by the various contractors providing the services, as well as the EMA building BMS system have been used.

4.5. The EMA premises

The Agency operates its activities from the offices at Domenico Scarlattilaan 6 (the EMA building) in Amsterdam. The office space is leased from Rijksvastgoedbedrijf, the Dutch Central Government Real Estate Agency (CGREA), and consequently the Agency are bound by the terms of a rental lease. The EMA building is built on lot AK5224 in Amsterdam Zuid with a land area of 4,850 Sqm for the sole use of the Agency.

The Agency is the single occupier of the EMA building with a net lettable area, NLA, of 33,411 m^2 with three floors dedicated to meeting rooms and conference facilities, two technical floors with an NLA of 944 Sqm and offices spread over 16 floors providing workstations for a daily occupation capacity of 1,300 people. The EMA building is a newly developed energy efficient building with an Energy Label A++ and a BREEAM 'Excellent' rating. The structure of the building is a concrete core, steel piles and frame and prefabricated concrete floor-slabs. Fitting-out elements are made of low VOC materials and energy and water efficient fixtures. The building also includes two floors with bicycle parking with a total of 705 racks. Car parking with 104 spaces is located outside of the rented space in an existing public garage. The EMA building design includes offsetting of the carbon footprint with installation of

solar panels in a green field location, energy recovery lifts, an internal green wall and access to a roof garden on the third-floor roof-terrace with plants and an insects-hotel. The roof terrace of 780 Sqm has a water retention system whereby rainwater can be stored to be used for watering of the plants. In addition, efficient heating, ventilating, and air conditioning systems (HVAC) and water systems were installed to ensure the healthiest and most comfortable work-space conceivable as well as biodiversity enhancer.

The following areas of resource consumption are included within the scope of EMAS:

- Fugitive emissions from air-conditioning
- Electricity consumption
- District heating and cooling[9]
- Water consumption
- Waste generation: glass, plastic, paper, metal, food, non-recyclable
- Business travel
- Printing, i.e. paper consumption

As of 2024, the following areas are also included within the calculation of CO^2 emissions:

- Staff commuting
- Emissions from energy consumption during teleworking

Furthermore, the building is served with excellent transport links, most notably the tram, the metro, National Rail, several buses as well as being close to the A2 and A10 for access by car and taxi, providing an efficient commute for all personnel and visitors.

The landlord, CGREA, is a partner of the Dutch Green Building Council.

4.6. Staff and delegate mobility

EMA has a set of rules for staff and delegate duty travelling:

- Internal Guidance on the new guide to missions and authorized travel

- Rules for reimbursement of delegates and experts

During 2025 the interim approach to staff missions remained in place, as approved by EXB in 2022 to support virtual participation when possible and limit the amount of EMA staff participating at the same meeting/event. In parallel the decision to perform every other scientific committee meeting virtually also remained implemented. The mobility of staff and delegates for business travel is currently part of the scope of the EMS. Since 2024 staff commuting became part of the EMS as broadening of the scope. Updated mission rules were approved by the EC on 13 May 2025 and became effective at EMA on 1 January 2026. New rules for reimbursement of delegates and experts were approved by the EMA Management Board on 12 March 2026, to align with the new staff mission rules.

[9] Due to issues with the system configuration emissions from cooling are not included in this Environmental Statement

4.7. Governance

The Agency has a Management Board, an Executive Director, seven Advisory Functions, three Task Forces and five Divisions with 15 subordinated Departments. The Executive Director since 15 November 2020 is Ms Emer Cooke.

The Management Board meets four times a year and is made up of the Executive Director and representatives from the EU27, plus representatives from the European Parliament, the European Commission, organisations relevant to the work of the Agency and observers from the European Economic Area (EEA).

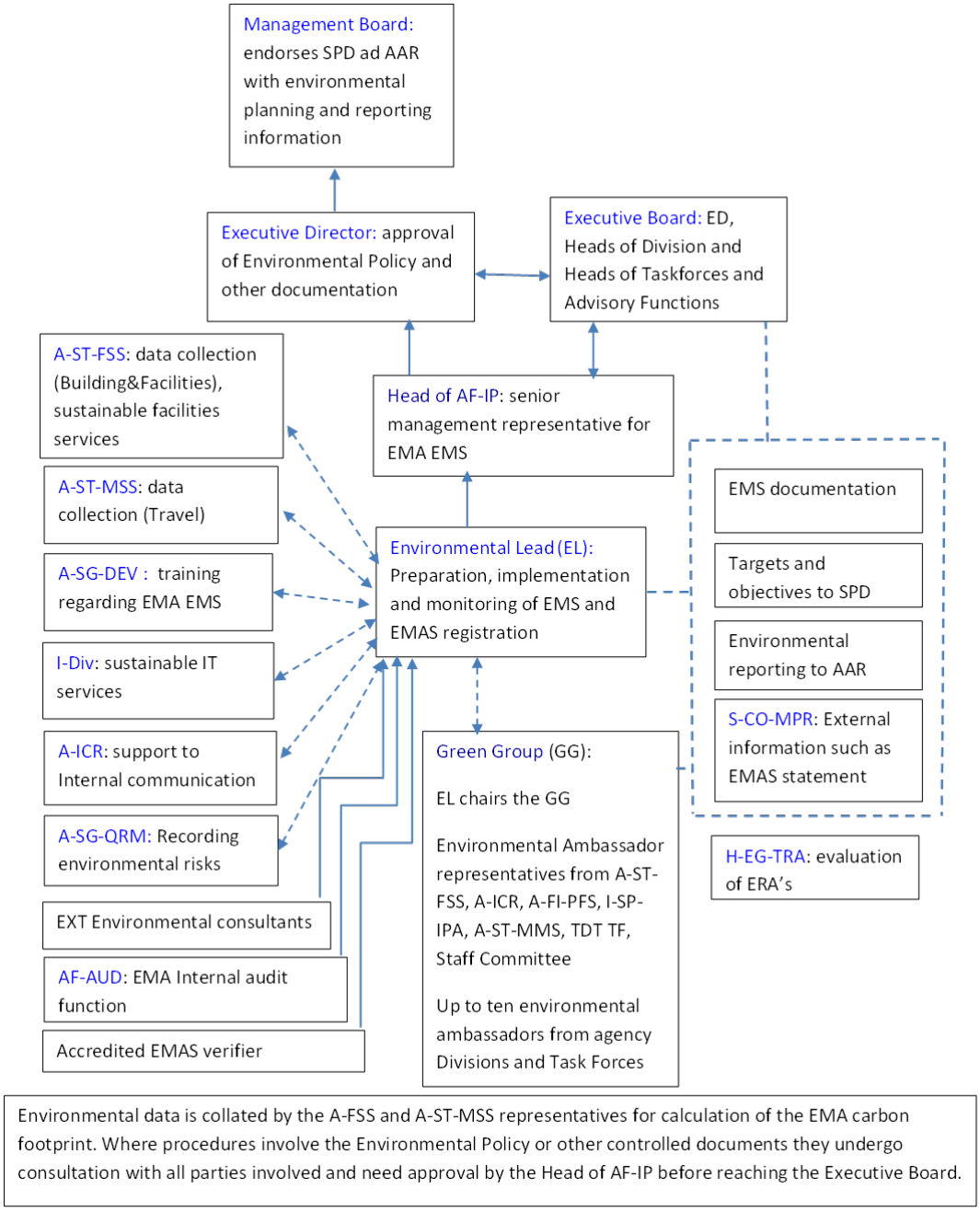
Ultimate responsibility for environmental management sits with the Executive Director. The Executive Director and senior management form the Executive Board (EXB) of EMA. The Head of the Institutional and Policy Department, Ms Hilde Boone is the senior management representative for Environmental Management at EMA, who reports directly to the Executive Director.

The coordination of the EMA EMS is managed by the EMA Environmental Lead, under supervision of the Head of Institutional and Policy and is performed in a matrix structure. The Environmental Lead is the chair of the EMA Green Group for staff involvement and awareness. The Green Group is formed of six functional representatives identified as having a key responsibility towards embedding a sustainable approach in their ordinary tasks, one representative from the Agency Staff Committee and up to ten voluntary representatives from other parts of the Agency, all being identified as Environmental Ambassadors. The Green Group is focusing its activities on the organisational aspects and how staff and visitors behave in the EMA building and in the performance of their ordinary tasks as well as raising general environmental awareness to improve and reduce the environmental impact from the Agency's activities.

The Green Group meets as a minimum twice a year and may also set up ad hoc subcommittees for arranging specific activities or events. This is outlined in the Green Group mandate ('EMA Green Group mandate'), revision 2, dated 6th September 2024.

The organigram below illustrates the governance structure of the environmental management at EMA and the resources involved.

Figure 1. EMA environmental management governance, matrix structure, indicating data flows and information exchange



5. EMA Environmental Policy

The EMA Environmental Policy was last updated with the effective date 15 May 2024, with review date on 15 May 2027. The Policy has been made public on the EMA website. The updated version supersedes the previous version, effective 14 January 2021.

Introduction and purpose

As a European Union (EU) body the European Medicines Agency (EMA) acknowledges its institutional responsibility to safeguard the environment for present and future generations.

Recognising that social and civil responsibilities of the Agency's activities have the potential to affect the environment, the Agency considers that a long-term sustainable approach and proactive environmental management generates environmental, social and economic value for the community in which we operate. EMA strives to meet and exceed the expectations of our stakeholders for the prevention of pollution, the sustainable use of resources and the minimisation of waste and emissions.

Scope

This environmental policy covers the Agency's operations and staff, also when on missions and travelling to and from work. The policy also applies to other persons such as interims, trainees, seconded national experts, delegates, contractors and visitors working within the premises of the Agency without exception.

Policy statement

Improving Environmental Performance

EMA's vision is to be a climate friendly and resource efficient organisation and, in that context, to fulfil these commitments, the Agency's leadership will provide strategic direction and promote the continual improvement of environmental management at every level.

The Agency is committed to:

• Ensure compliance with local, national and EU environmental legislation, as well as regulatory and voluntary obligations within the remits of existing regulations;

• Maintain an open dialogue to promote and share environmental knowledge and best practice with all stakeholders, including but not limited to other EU Institutions and EU Agencies through the Groupe Interinstitutionnel de Management Environnemental (GIME) network and the Greening Network of the EU Agency Network;

• Maintain staff's awareness and understanding of environmental issues by setting up a network of staff environmental ambassadors, organised as the Green Group, to promote good environmental practices throughout the Agency;

• Ensure EMA staff, contractors and delegates at all levels are aware of their environmental responsibilities and empower them to participate in efforts to improve the Agency's environmental performance;

• Set targets and objectives for continuous improvements, implement measures to achieve these and put in place systems to monitor their progress;

• Encourage suppliers by application of voluntary EU Green Public Procurement Criteria and Requirements in the Agency's procurement procedures;

• Prepare for implementation of a carbon removal regime of the environmental impact in line with other EU Agency's and Institutions under existing and future regulations.

In order to support minimisation of our environmental impacts and continually improve our performance towards carbon neutrality EMA has a target to register to the European Eco-Management and Audit Scheme (EMAS) and to each year publish a statement of its environmental performance.

Changes since last revision

The policy was updated with minor language improvements and to reflect the outcome of the Agency's Internal Environmental Audit performed in 2023 which confirmed compliance of the policy with EMAS

requirements, as well as developments applicable to EU agencies and institutions in pursuit of registration to EMAS.

Signed on:
Amsterdam, 15 May 2024

Emer Cooke
Executive Director

6. Environmental Aspects and Impacts

To understand the EMA environmental performance, a systematic review of all environmental aspects and their corresponding environmental impacts linked to our business activities is conducted annually. All parts of the environmental management system documentation are also reviewed and updated as needed, as a minimum on an annual basis. Environmental aspects concern an element of an organisation's activities, products or services that have or can have an impact on the environment causing a change to the environment, whether adverse or beneficial, wholly or partially resulting from an organisation's activities, products or services. An internal environmental audit was performed in May/June 2025 with an outcome of seven observations for improvement and no non-conformities. In 2026 the internal environmental audit was completed on 12 June, with the final audit report concluded on 13 July.

The EMA aspect register includes both aspects that are in "direct" or "indirect" control of EMA. Direct aspects concern business activities where EMA has the ability to control the activity or are direct since they are linked to the use of the EMA offices whereas indirect aspects are those under the full control by the landlord and those that are managed by third parties, but where the activities by EMA may still influence the activity. The environmental aspects identified by this review provide the basis of the EMA EMS with an aim to reduce our environmental impact through the ongoing performance management of these aspects.

The Agency has evaluated the environmental aspects and impacts whilst activities were performed under normal operations as well as in emergency situations. To prepare for emergency situations the Agency performs full building evacuation practices on an annual basis and has allocated Emergency Response Team members on each floor to support an orderly evacuation of the premises. In 2025 the Agency did not experience any real emergency situations.

By evaluating all environmental aspects against pre-defined criteria as specified with the EU Eco-Management Audit Scheme – Regulation (EC) No 1221/2009 (EMAS) and Commission Regulation (EU) 2017/1505 (amending Annexes I, II and III), and Commission Regulation (EU) 2018/2026 (amending Annex IV) a risk-based assessment of the probability, severity and frequency of impact can be performed, and EMA's ability to influence and control these.

The Agency recognises the amendment of ISO 14001:2015 related to assessment of climate change as a relevant issue, and that climate change and the related risks may impact the Agency's and the network's ability to perform its activities. It is therefore recognised as a potential external risk to the Agency and thereby captured in the EMA assessment of external environmental risks. Due to this assessment the impact and potential risks from climate change will continue to be monitored.

The Agency monitors the environmental impact from staff commuting by performing a staff survey to capture the commuting distances, means of transport and regularity. Due to the allowance of teleworking with up to 60% of the working time on a weekly basis the survey also captures the

teleworking workstation with consumption from heating, cooling and electrical equipment used whilst teleworking. The survey is voluntary and is aimed to show staff commuting and teleworking habits to calculate the carbon emission impacts from these sources. The Agency is not legally bound to monitor these aspects, nor can they be controlled by the Agency. Due to their significant impact, they are included and reported in the Environmental Statement, and initiatives and campaigns are performed on an annual basis to raise awareness of their impact, with an ambition of supporting individual changes of behaviour to achieve reduced emissions.

Environmental aspects that are subject to existing environmental legislation and aspects deemed to be significant will be prioritised based on expected probability, and consequence of impact and the EMA's ability to influence and control them.

Table 1. The identified significant environmental aspects arising from the EMA activities

Activity	Aspect	Environmental impact	Significance[10]	Direct/ Indirect	Compliance basis
Building occupancy	Energy consumption for heating, cooling, lighting, office equipment, and procured services such as catering and reprographics	The EMA building is optimised from an energy consumption and environmental perspective with efficient energy installations and heating and cooling from the city district systems. Electricity is sourced by the Agency through the landlord, under a contract by the Dutch Government, with the ability to select the level of energy sources to be from renewable sources, currently 100% renewable sources from Dutch windmills. The City of Amsterdam district heating and cooling in Amsterdam Zuid uses a low level of renewable fuels and is under the control of the provider Vattenfall. The system cannot be influenced by the Agency or the building maintenance provider. Under emergency conditions such as	Whilst being an energy efficient building, energy consumption is considered a significant aspect due to the high reliance on electricity and the low level of sustainable fuels in the Amsterdam Zuid district-heating system.	Indirect	Various requirements under the Dutch Omgevingswet

[10] Evaluation of significance is performed in the EMA aspect register

		disturbances to the electricity the on-site diesel generator would be used to provide energy for essential activities until ordinary systems are reinstated, or until the building is evacuated.			
Staff missions	Discharges to air from aviation and train from staff missions and training	Participating face to face in operational and strategic meetings has an impact on the environment in the form of carbon emissions from the various means of travel. The value of the meeting is compared with the means of transportation, to reach an appropriate balance with prioritising which meetings to attend face-to-face versus virtual participation. In emergency conditions that requires the Agency to operate in a fully virtual mode, the emissions from business travel will be significantly reduced.	The Agency operates in a network of regulatory agencies in the 27 EU member states. As an EU Agency it is also participating in inter-agency and inter-institutional activities that may require travel. Participation in international activities includes occasional inter-continental travel.	Indirect	EU Guide to missions and authorised travel setting the expectation on a sustainable approach to missions
Delegates travel	Emissions from aviation and train from delegate travel	The scientific value of participating face to face in the committee meetings is assessed towards the carbon emissions from the various means of travel to reach an appropriate balance, where the core business of the Agency always needs to be secured. In emergency conditions that requires the network to operate in a fully virtual mode, the emissions from business travel will be significantly reduced.	The Agency's scientific activities are performed in a network of regulatory agencies in the 27 EU member states, required to participate in the monthly scientific meetings. Due to the regularity the significance of environmental impact from delegate's travel is high.	Indirect	Delegates follow the guidance for delegates travel prepared by the Agency which are aligned with the EU staff mission guidelines.

Additionally, EMA recognises the EMAS core indicators relating to materials such as paper consumption for printing, water, waste, and biodiversity as significant aspects and therefore include these in the environmental performance reporting.

7. Objectives, Targets and Environmental Performance of the European Medicines Agency

This section outlines the Agency's environmental objectives and targets identified in the Annex VI to the Agency's Single Programming Document prepared on an annual basis relating to the Agency's environmental aspects and impacts.

7.1. Objectives, Targets and Actions

To improve the EMA environmental performance the following objectives are identified, supported by targets. To realise the stated objectives and targets several actions have been planned to address the aspects and impacts identified. These will be further developed over time as needed and complemented by a defined implementation plan and communication strategy.

Table 2. EMA objectives, KPI's, targets and actions

Aspect	Environmental objectives	Key Performance Indicator	Target 2026 - 2028	Actions to achieve environmental objectives
Energy	Energy efficiency: "EMA drives energy efficiency in line with good practices"	Total annual consumption of energy (heating, cooling, electricity) per FTE	To establish a reduction trend over the programming period.	Investment in upgrading the building management system, allowing for adjustments of temperature set-point to optimise efficiency.
		Total share of energy from sustainable sources.	Continue to use 100% renewable electricity	Replacement scheme of electronic equipment such as laptops[11] and other small electrical devices, products and appliances for further energy efficiency, when technically and financially justifiable
Material efficiency	Material efficiency: "EMA drives material efficiency in line with good practices"	Consumption of sheets of office paper per FTE per working day	Monitor consumption	Promote reduced use of single-use materials along "circularity approach" Promote paper-less workflows and digitisation

[11] IT hardware procurements are concluded under DiGIT-run FWCs accessible to all participating EUI's. These FWCs include the requirement that all tenderers comply with the applicable obligations under environmental, social and labour law established by Union law, national law and collective agreements or by the international environmental, social and labour law provisions. When selecting Hardware to add to the Catalogues (for example under MEQ IV Lot 1) the energy rating of the devices (for laptops, desktops & monitors) is one of the criteria used to evaluate the various devices proposed by the tenderers for inclusion in the relevant catalogues.

Material sustainability	Material sustainability: "EMA implements green criteria in its procurements for conscious selection of sustainable materials"	Choice of materials used for the environmental impact and reduction of hazards	Green criteria to be used in all procurements where applicable	Promote choice of sustainable materials with eco-labels or equivalent products and sustainable/fair-trade and seasonal produce.
Water	Water – not relevant due to the water efficiency at the EMA building	Total annual consumption of water per FTE	Monitor consumption	
Waste	Waste: "EMA drives waste reduction in line with good practices"	Total annual generation of waste per FTE	To monitor all waste streams generation.	Monitor total waste per FTE and year, monitor waste from electrical and electronic equipment, waste generation and disposal by volume, and manage waste along a "circularity approach"
Soil	Biodiversity – not relevant due to no further land being taken into use	N/A	N/A	N/A
Air	Emissions: "EMA drives emission reduction, including carbon zero by 2050"	Emissions of greenhouse gases [t] from meetings with external participants, reimbursed by the Agency Emissions from staff duty travel Emissions from staff commuting and teleworking	Target to reduce emissions from delegates travel with 45% compared with 2015, i.e. carbon budget of 1469 TCO2e Target of 5% annual reduction of emissions from staff travel, during the programming period Emissions from staff commuting and teleworking will be monitored over the programming period	Monitor and report travel by staff and delegates towards the agreed targets on a regular basis, with consideration and for alignment to rules in place, for a balanced approach between face-to-face and virtual participation in meetings and other events. Staff survey regarding commuting and teleworking on an annual basis for data gathering. Awareness campaigns about emissions from different means of commuting and from different energy solutions.
Air **Soil** **Water**	Environmental effects of medicines for human and veterinary use (ERA)	As included in the single programming document (SPD) 2026-2028		Actions as included in the SPD 2026-2028

As part of a systematic approach and a focus on continuous improvements the Agency will perform internal environmental audits on part of the EMA EMS on an annual basis, and on the whole EMS every three years. The EMA EMS and the environmental statement will undergo validation by an EMAS verifier on an annual basis.

The Agency has an ambition for alignment with the European Climate Law target of reducing net carbon greenhouse gas emissions by at least 55% by 2030, by using 2015 as base year, and to reach climate neutrality by 2050.

7.2. Completed Actions

Table 3. Actions supporting other objectives and targets in 2025

Action	Due	Status
Performing a staff survey to capture carbon emissions from staff commuting and home workstations	2025	Completed
Green Group Campaign: Switching off campaign to encourage switching off laptops and screens and other small electrical equipment during the night and at weekends	2025	Completed
New Environmental Management Roadmap 2025 to 2028: Continuous improvements	2025	Approved August 2025
Investment in upgrading the building management system software, allowing for adjustments of temperature set-point to optimise efficiency	2025	Completed
Perform Internal Environmental Audit of the EMA EMS	2025	Completed in May/June 2025
Introduce option for offsetting or carbon removal in the procurement procedures of goods and services, when available	On-going	Completed for 2024 and planned for 2025

7.3. Planned Actions

Table 4. Planned future actions supporting the EMA EMS objectives and targets

Action	Due	Status
Performing a staff survey to capture carbon emissions from staff commuting and home office workstations, and to capture the preferred means of transport for missions performed in the Netherlands	2026	Performed July to September 2026

Consider implementing a digital tool to match colleagues that are interested in car-pooling	2025	Initiated, interest captured within the staff survey on commuting and teleworking
Liaising with businesses and organisations in the Green Business Club (GBC) Zuidas through sustainability projects, for example: clothes collection for upcycling and re-use, participation in young GBC Zuidas, activities in the community garden next to the EMA building etc	2025-2027	Ongoing
Green Group campaign: Stairanuary initiative to promote the daily use of stairs instead of lifts for energy savings and benefit to health	2026	Completed in January and February
Green Group activity: Organise expert talks program with focus on the connection between climate change and health	2026-2027	Ongoing
Green Group activity: promote participation in Velomai, an EU cycling event in May		Completed in April and May
Green Group initiative: raise awareness of non-sustainable versus sustainable energy sources for heating, cooling and electricity use	2026-2027	Initiated
Perform internal environmental audit	2026	Planned

8. Environmental Performance indicators

8.1. Gross consumption

EMA implements its environmental management in accordance with the principles of plan, do, check, act cycle for the offices at the EMA building. The gross consumption shows increased consumption over the reporting period. Over the reporting period 2023 to 2025 business presence was gradually levelling since the extensive teleworking regime ended in April 2024. Please find tables 8, 9 and 10 for comparison between years.

Energy

Energy consumption data is collected from invoices provided by the energy suppliers. The data is compared with Building Management System readings provided by the landlord’s maintenance team DS for any major deviations.

To support business activities at the EMA building two main sources of energy are used:

- **Purchased electricity** provides the requisite power for lighting, IT and AV equipment, operation of lifts, ventilation, A/C and other electrical equipment. The electricity grid provider at the EMA building is Liander and the electricity provider is Eneco providing 100% renewable energy from Dutch wind[12].

In 2025, total electricity consumption decreased by 4.1% compared with the 2024 baseline.

- **Heating and cooling** are provided through the Amsterdam district heating and cooling system under the operator Vattenfall. The composition of heating and cooling sources is evolving from year to year. In 2025 the CO²-emissions per GJ is 25.8kg for the district heating[13] and 8kg CO² per GJ for district cooling. Cooling recognises 87% to be from renewable resources, and heating recognises 6% to be from renewable resources and a further 14% from residual heat giving a renewable energy factor of 0,19 (19%) for heating in 2025 according to the NTA 8800[14], as indicated in Vattenfall district heating label 2025[15].

In 2025, the building experienced a significant increase in thermal energy consumption, with heating rising by 20.5% and cooling by 38.4% compared with the 2024 baseline.

A review conducted in 2025 and 2026 identified several contributing factors. In response to ongoing indoor comfort concerns, a combination of system adjustments and operational issues affected performance. Changes made to improve system stability, together with inaccuracies in temperature readings, led to higher demand than necessary.

In response, the EMA Facilities team escalated these issues to the landlord and the maintenance contractor (DS), who carried out further analysis and implemented a series of corrective actions throughout 2025 and early 2026. From the beginning of 2026, EMA introduced regular monitoring meetings with DS to closely track energy consumption and make ongoing adjustments to prevent a recurrence of the issues observed in 2025.

These measures have already led to clear improvements. In the first five months of 2026, heating consumption decreased by approximately 23% and cooling by 27% compared with the 2024 baseline. Monitoring will continue over the coming months to confirm that these reductions are sustained.

Water

Consumption data of the water used at the EMA premises is provided by the landlord's maintenance team DS and is extracted from BMS's meter readings connected to the main building water supply. Annual consumption data is sent to the water provider in Amsterdam and the region, Waternet, and based on that data Waternet issues invoices.

The water consumption has increased by 4.6% in comparison to 2024 baseline. The data is monitored and analysed with total consumption, consumption per square meter and consumption per FTE. All analysis uses consumption year on year and compares with the benchmark of excellence, see chapter 8.2 and 8.3.

Waste

To support, manage and minimise production of waste the Agency has implemented an advanced waste management system. For prevention of the generation of waste the Agency procedures are

[12] Elektriciteit - Windkracht | CO_2-emissiefactoren Emission factor for wind is 16 grams of CO_2 per kWh (Chain emissions electricity (CE Delft, 2022))." This is to include CO_2 emissions due to the construction and demolition of wind turbines (LCA approach).

[13] Source : https://www.vattenfall.nl/stadsverwarming/warmte-etiket/
[14] https://www.gebouwenergieprestatie.nl/bepalingsmethode/
[15] https://www.vattenfall.nl/stadsverwarming/heat-label/#image

paperless. The Agency has since many years implemented green criteria in its public procurements to ensure the purchase of durable equipment and consumables, environmentally friendly products for cleaning services and provides only reusable cups for water and refreshments.

To support segregation of waste the Agency provide waste separation bins throughout the EMA building in line with requirements of the City of Amsterdam.

Data of the quantities of waste generated is provided by the waste management contractor, as subcontractor to the cleaning contractor, and used to monitor the collected fractions. The waste collector supports circular waste management with a target of pre zero waste to landfill and sees waste not as waste but as raw material for new products. For monitoring of waste production towards benchmark of excellence see chapter 8.3.

Minimising consumption of office paper and consumables

As an EU Agency with mainly office work the main materials used are printing paper. The EMA purchases EU Eco-Label, FSC or PEFC printing paper and have follow-me-print activated throughout the EMA building pre-set for double-sided printing in black and white with no provision of desk-top printers. In Q1 2024, an upgrade to Multifunctional Devices fleet across the Agency was introduced that allowed the use of thinner office paper (75g/m2) across all devices. A vast majority of all workflows are digitalised including the use of digital signatures. For monitoring of office paper consumption towards benchmark of excellence see chapter 8.3.

Minimising the environmental impact of commuting and business travel

Information regarding real time public transport is provided visibly on digital screens next to the entrance when leaving the Agency. The EMA building provides 705 spaces of bicycle parking divided between two floors including twenty-seven charging-points for e-bikes, to be compared with 104 car-parking spaces located outside of the EMA building.

For business travel by staff the 'Guide to missions and authorised travel' provides guiding principles and encourages participation as far as possible using other communication methods such as videoconferencing with a focus on reducing the carbon emissions from business travel. During 2025 the level of staff business travel decreased slightly despite resumed face-to-face interactions, and participation in international activities where the location for meetings rotates, for example in 2025 the Assembly of the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), bringing together regulatory authorities and the pharmaceutical industry to discuss the scientific and technical aspects of pharmaceutical development, to which EMA is a member performed its annual assembly meeting in Singapore. In 2026 the ICH meeting will be held in Rio de Janeiro, Brazil. Additionally, under a grant from the European Commission EMA supports the setting up of the African Medicines Agency (AMA), mobilising experts to support AMA's technical committees and the setting up of its governance and scientific and administrative processes, leading to a number of dedicated missions to the African countries, expected to increase in 2026. In 2026 the presidency of the Council of the European Union is chaired by Cyprus (January to June) and by Ireland (July to December), both locations only accessible by air travel. The new mission guide also includes increased focus towards the highest ethical standards and the need of being mindful of not only real or potential conflict of interest, but also what may reasonably be perceived as such as well as the risk to the Agency's reputation or independence. Previous third-party contributions in part or fully to participation in international networks will be phased out and along with increasing the financial budget this will have a big impact on the carbon emissions from staff missions, with a need for adjustment of the baseline subject to the 5% annual reductions.

All staff are equipped with laptops with built-in camera for videoconferencing and software for secure access.

During 2025 staff have been able to maintain remote working with up to 60% of working time. Until April 2024 teleworking from abroad was allowed with up to one week per month. As of May 2024, staff are allowed ten days of teleworking from abroad per year.

Emissions from staff business travel were positively affected by updated emission factors[16]. The emission factor for short haul air travel (<700 km) was reduced from 0,297 to 0,234 Kg CO^2 equivalent per travelled km, the emission factor for medium haul air travel (700 – 2500 km) was reduced from 0,2 to 0,172 Kg CO^2 equivalent per travelled km, whereas for long haul air travel (>2500 km) the emission factor was increased from 0,147 to 0,157 Kg CO^2 equivalent per travelled km.

Minimising the environmental impact of restaurant and coffee bars

The procured catering services introduced sustainable requirements such as seasonal, local and organic food and there are regular campaigns promoting sustainable food choices. For lunch in the restaurant, there is always at least one vegetarian/vegan option offered on a daily basis. Food waste is collected by a waste management company and processed through anaerobic digestion and composting, where it is converted into biogas, organic compost, and green electricity.

In 2025, EMA provided only reusable cups for water and refreshments and does not offer any single use containers for take-out items.

Minimising the environmental impact of the organisation of meetings and events

During 2025 the sustainable approach to scientific committee meetings was maintained with a combination of face-to-face meetings and virtual meetings. The total number of meetings organised at the EMA premises increased slightly in 2025 compared with previous years whereas the carbon emissions were reduced as a result of increased use of trains and due to the updated emission factors[17].

Catering facilities for incoming delegates and visitors are provided with reusable cups and glasses. All meeting-rooms are equipped with large screens, and meeting documents are provided in digital format only. Name-plates for delegates are printed on high quality, sustainable paper and re-used for the return visitors i.e. the delegates. Hotels in the near vicinity to the Agency are recommended and visitors are provided with information how to reach the Agency by public transport.

Gross consumption

The gross consumption of the monitored aspects is shown in table 6.

Table 5. European Medicines Agency's Environmental Performance Indicators, gross consumption

Indicator	Consumption	2023[1), 4)]	2024	2025	BEMP
Energy	Total energy (MWh)	3.333,3[2)]	3.574.8	3.740.7	
	- electricity	2.228,2[2)]	2.306,74	2.212,4	

[16] Source: https://co2emissiefactoren.nl/factoren/2025/13/personenvervoer/

[17] Source: https://co2emissiefactoren.nl/factoren/2025/13/personenvervoer/

	- district heating - district cooling	1.105,1[2)] n/a[3)]	1.268,06 n/a[3)]	1.528,3 n/a[3)]	
	Renewable energy (MWh) - electricity - district heating - district cooling	2.471,3 2.228,18 243,12 n/a	2.547,7 2.306,74 240,93 n/a	2.502,8 2.212,4 290,38 n/a	
	Share of energy from renewable source (%) - electricity - district heating[18] - district cooling	74% 100% 22% n/a	71% 100% 19% n/a	72% 100% 19% n/a	100% 100%
	Energy produced on site	0	0	0	
Materials[5)]	Printing paper (no of A4 sheets)	672.426	616.304	606.283	EU ECO-label
Water[5)]	Annual water use (m³)	7.566	8.281	8.603	
Waste[5)]	Total waste (kg)	64.267	68.427	63.217	
	Paper (kg)	6.164	6.972	6.152	
	Plastic (kg)	1.199	1.588	1.170	
	Glass (kg)	3.922	4.665	5.513	
	Food (kg)	14.756	16.754	15.449	
	Coffee ground (kg)		1.165	861	

[18] Based on NTA 8800, see footnote 11

	Confidential (kg)	2.050	2.227	2.361	
	Wood (kg)		500	460	
	Non-recyclable (kg)	36.176	34.556	31.251	
Biodiversity	Built-up area (Sqm)	4.850	4.850	4.850	
	Nature oriented area on site, roof terrace garden (Sqm)	780	780	780	
Emissions to air	Emissions from building, without cooling (TCO^2)	241,6	223,9	235,3	
Emissions to air	Total (TCO^2) from travel - Delegates travel[6)] - Staff missions[7)]	1.682,9 1.422,8 260,1	1.825,3 1.547 278,2	1.686,1[10)] 1.473,5[10)] 254,6[10)]	
Emissions to air	Emissions from staff commuting and TW[8)]		431	400,9	
Total Emissions[9)]	Emissions of CO_2, CH_4, N_2O, HFCs, PFCs, NF_3 and SF_6, expressed in tonnes of CO_2 equivalent	1.924,5	2.480,2	2.364,3	

1) In 2022 and 2023 EMA operated under Business Continuity status due to Covid-19 with and this period was characterised by a very low building occupancy. This had an impact on certain utilities consumptions such as water and electricity.

2) In 2022, an electricity incident affected the accuracy of electricity readings with reliable reading not becoming available until the end of 2023.

3) In 2023, the District Heating and Cooling provider, Vattenfall, had to perform a major recalculation and adjustment of cooling consumption data due to issues with the initial installation.

4) In 2023, data for electricity, heating, and cooling was extracted from the EMA building's Building Management System. To analyse progress consumption data for electricity and heating per square meter is calculated. Additionally, a benchmarking exercise has been performed by using the WEii-method for assessment of efficiency.

5) Consumption of materials, water and waste are identified to have strong correlation with occupancy of the building, with consumption per average occupancy being the most reliable source for assessment of continuous improvement, details can be found in table 9.

6) During 2022 reinitiated some scientific meetings face to face with gradual increase in 2023 to be fully resumed in 2024. Business travel data are compared based on the number of reimbursed delegates to provide a more accurate measure of continuous improvement.

7) EMA staff gradually returned to perform activities from the EMA building over the reporting period, including attending necessary staff missions. Correlation between office occupancy and staff missions are confirmed once confidence in travelling resumes in 2023.

8) In 2024 EMA launched for the first time a staff survey to capture CO^2 emissions from commuting to work, and energy emissions whilst teleworking. The survey was responded to by 360 staff (38%) which was confirmed as sufficiently reliable to extrapolate emissions from these sources for the whole Agency

9) The total emissions from gross consumption year on year are not comparable due to the above footnotes. Please consult tables 8, 9 and 10 for overview of development.

10) In 2025 the emission-factors used to calculate emissions from air travel were adjusted by implementing updated factors from www.co2emissiefactoren.nl, leading to a reduction of emission for short and medium haul air travel, and an increase of emissions for long haul travel.

To further evaluate the performance of the EMA EMS and in accordance with the structural reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector, consumption per square meter offices and consumption per FTE are calculated with the input parameters indicated in table 6, below.

Table 6. Number of FTE, reimbursed delegates and size of the premises during 2023 to 2025, used for the calculations

	2023	2024	2025
Number of FTE*	927	950	950
Reimbursed delegates (RD)**	3476	3759	4937
Office space (m^2)	33.411	33.411	33.411

** Number of FTE resources as reported in the EMA Annual Activity Report's, Annex 5*

*** Reimbursed delegates as reported in the EMA Annual Activity Report's, workload indicator for committees and working parties*

8.2. Consumption per Sqm of occupied office space

The gross consumption is evaluated against the EMA headquarters as environmental performance indicator of the efficiency of the EMA building.

The environmental performance indicator for building related data is presented below with consumption per square meter and year. For reference to best practice, a limited number of benchmarks of excellence are available. Monitoring is therefore focused on a year-by-year comparison from the approach of plan, do, check, act cycle.

Table 7. European Medicines Agency's Environmental Performance Indicators, per Sqm offices

Indicator	Consumption	2023	2024	2025	BEMP
Energy	Total energy without cooling (kWh/Sqm)	99,8	107	112	
	- electricity	66,7	69,04	66,22	
	- district heating	33,1	37,95	45,74	
	- district cooling	n/a	n/a	n/a	
	Renewable energy without cooling (kWh/Sqm/y)	74	76,25	74,91	
	- electricity	66,7	69,04	66,22	
	- district heating	7,3	7,21	8,69	
	- district cooling	n/a	n/a	n/a	
	Energy produced on site	0	0	0	
Materials	Printing paper (n A4 sheets)	N/A	N/A	N/A	
Water	Annual water use (m^3/Sqm)	0,23	0,25	0,26	0,25
Biodiversity	Built-up area (Sqm lettable area/Sqm land)	6,89	6,89	6,89	
	Nature oriented area on site, roof terrace garden (Sqm nature are/Sqm built-up area)	0,16	0,16	0,16	
Emissions to air	Emissions from building, without cooling (KCO^2/sqm)	7,23	6,70	7,04	

8.2.1. EMA building energy benchmarking

To further assess the energy efficiency of the EMA building, EMA has used the WEii-protocol[19] version 3.1, created by the Dutch Green Building Council for benchmarking purposes. The WEii stands for the Werkelijke Energie intensiteit indicator (the real energy intensity indicator) and is a standardised methodology to determine the real energy efficiency. The protocol takes in account that not all sources are valued equally, since not all sources are equal in terms of energy efficiency. The calculation also takes in account several factors, such as the temperature over that year and renewable energy production. This makes it a comprehensive and valuable resource.

WEii-classification scores: Offices

Classification (Offices)	**WENG**	**Paris Proof**	**Very Efficient**	**Efficient**	**Average**	**Inefficient**
WEii-score (in kWh/m2/year)	0	70	100	150	230	330

The calculation of the actual energy intensity indicator for the EMA building over the period 2023 to 2025 has the following outcome:

	2023	**2024**	**2025**
WEii-score, kWh/m^2/y	81	84	85

The score of EMA is being benchmarked with other offices with (registered) WEii-scores. Even though not much data is publicly available, based on the data found, it is quite clear that the score of 85 kWh/m2/year, without the use of self-produced renewable energy is very good.

In conclusion the EMA building is confirmed to perform better than "very efficient" and on the way towards Paris proof[20] compliance, a sustainability standard developed by the Dutch Green Building Council[21].

8.3. Consumption per full time equivalent (FTE)

For further presentation of the EMA environmental performance the gross consumption is evaluated against the FTE of the EMA over the reporting period 2023 to 2025.

Table 8. European Medicines Agency's Environmental Performance Indicators, per FTE

Indicator	**Consumption**	**2023**	**2024**	**2025**	**BEMP**
Energy	Total energy w/o cooling (kWh/FTE)	3.595,8	3.762,9	3.937,6	
	- electricity	2.403,65	2.428,15	2.328,86	
	- district heating	1.192,13	1.334,8	1.608,77	
	- district cooling	n/a	n/a	n/a	

[19] https://www.weii.nl/protocol-26
[20] https://www.dgbc.nl/wat-wij-doen/paris-proof/
[21] The Dutch Green Building Council aim to make the built environment climate neutral by 2040-2050 by reducing energy consumption and targets an average maximum usage of 70 kWh/m^2 per year.

	Renewable energy (kWh/FTE) - electricity - district heating - district cooling	2.665,9 2.403,6 262,3 n/a	2.681,8 2.428,15 253,61 n/a	2.634,5 2.328,86 305.67 n/a	
	Energy produced on site	0	0	0	
Materials	Printing paper (n A4 sheets/FTE/working day)	3,5	3,1	3,0	<15
Water	Annual water use (m³/FTE)	8,2	8,7	9,1	n/a
Waste	Total waste (kg/FTE)	69,3	72	66,5	<200kg
	Paper (kg/FTE)	6,6	7,3	6,5	
	Plastic (kg/FTE)	1,3	1,7	1,2	
	Glass (kg/FTE)	4,2	4,9	5,8	
	Food (kg/FTE)	15,9	17,6	16,3	
	Coffee ground (kg/FTE)		1,2	0,9	
	Confidential (kg/FTE)	2,2	2,3	2,5	
	Wood (kg/FTE)		0,5	0,5	
	Non-recyclable (kg/FTE)	39	36,4	32,9	
Emissions to air	Emissions from building without cooling (KCO^2/FTE)	260,6	235,2	247,7	

Emissions to air	Total (KCO^2/FTE) from travel - Delegates travel - Staff missions	n/a n/a 280,6	n/a n/a 292,9	n/a n/a 268	
Emissions to air	Emissions from staff commuting and teleworking (KCO^2/FTE)		453,7	422	

For delegates travel there is a correlation between emissions from business travel and the number of reimbursed delegates per year, with some variations depending on the origin of the delegates.

Table 9. European Medicines Agency's Environmental Performance Indicators, reimbursed delegates (RD) travel

Indicator	Consumption	2023	2024	2025	BEMP
Emissions to air	Total (KCO^2/RD) from travel	n/a	n/a	n/a	n/a
	- Delegates travel	409.33	411.56	298.47	
	- Staff missions	n/a	n/a	n/a	

9. Legal and other obligations of the European Medicines Agency

EMA is obliged to comply with a range of environmental requirements at local, national, and European levels applicable to its scope of activities. To fulfil and monitor its compliance, EMA has set up a compliance register to be kept updated on a regular basis.

The register includes requirements for each of the environmental aspects and the obligations of the Agency to comply as well as information on the compliance status.

A significant part of EMA's compliance obligations relates to the building maintenance and related services, which is under the responsibility of the Host State, in line with the lease agreement and Service Level Agreement in place between EMA and the Host State.

The register includes the requirements covering:

- Environmental permits
- Environmental management
- Waste management
- Energy efficiency, energy efficiency of buildings
- Water, wastewater, drinking water, management of water systems
- Regulation related to soil protection and ground water
- Hazardous materials and products

- Fluorinated greenhouse gases
- Reporting on staff commuting
- Air emissions

The most relevant legal acts are the Dutch Environment and planning Act (Omgevingswet) implemented as of 1 January 2024, the Environmental Management Act and the Energy Savings Act.

The main legal obligations applicable to the Agency are presented in the table below

Environmental aspect	**Compliance obligation**
Soil	Conditions for storing oil and waste oil, used in diesel tank at the EMA building, in aboveground storage tank
Air	Inspection regime, air emissions limit, measurement of air emissions, maintenance of combustion installations i.e. diesel generator Inspections, maintenance, repairs, decommission and leak tightness control and proper documentation of the cooling installation
Energy	Energy efficiency of the building confirmed with an energy label, to be at least label C for office buildings in the Netherlands
Water	Requirements for discharge of water used in the premises Discharge of wastewater from food preparation and prevent odour nuisance associated with food preparation – to be observed by catering provider at the EMA building
Noise	Noise standards for installations and activities in and around the facilities
Hazardous materials	Use of radiation and radioactive substances
Hazardous products	Conditions in which hazardous substance, such as cleaning products, must be stored, storage of safety data sheets of chemicals
Waste	Proper separation of waste, including hazardous waste separation, obligation of waste registration

The compliance register is periodically reviewed.

The Agency also maintains a procedure for emergency response for recording any environmental or other warnings or prosecutions within its Environmental Management System Manual**.**

At the time of preparing this Environmental Statement the Agency is compliant to all legal requirements related to the environment.

10. Communication

Staff and stakeholder involvement are essential for the success of implementing an environmental management system since the behaviours of the organisation staff, visitors and governance body will have an impact on the outcome.

The environment management activities and coordination of the EMA EMS are part of the Institutional and Policy (AF-IP) department activities with the Head of AF-IP as senior management representative to Environmental Management, as well as sponsor to the EMA Green Group.

In parallel with the implementation of the EMS, the Green Group has continued its communication activities via the 'Go Green with EMA' Viva Engage site, the EMA intranet Green Initiatives microsite and the info-screens that are available on all floors in the EMA building. There have also been campaigns and topics raised by operational entities or individual staff members for raising awareness and increase staff involvement.

The initiatives and support activities of the Green Group, the operational entities such as facilities, and individual staff members in 2025 include:

- international green wall day

- switch-off electrical equipment for energy savings campaign

- information regarding energy labels

- earth hour

- support to 'zet ook de knop om' a Dutch initiative to reduce energy surge at peak hours

- EMA join 'too good to go' initiative to reduce food waste

- support to Amsterdam clean air initiative

- sunscreens and impact on the marine environment

- participation at Zuidas clean-up day

- collection and disposal of e-waste

- EMA bike maintenance workshop

- national climate week

- buy nothing day

- UN World Antimicrobial Resistance Awareness Week (podcast)

The Green Group prepares a plan for suitable topics to communicate and raise awareness ahead of each year. The plan is further developed over the course of the year to capture relevant events and topics as they occur.

Facilities Services also develops environmental campaigns in collaboration with the procured facility services operators such as catering, cleaning, and maintenance services, focusing on promoting sustainable behaviours and the responsible use of building infrastructure. These initiatives include raising awareness of sustainable food options, recycling in the office, water consumption, and the use of green office spaces.

The EMA Environmental Management activities and outcomes were presented at the General Assembly available to all staff and via a poster campaign in October 2025.

11. Leadership commitment

The leadership commitment to environmental management and implementation of sustainability focus at EMA is made visible through communication activities such as personal blogs and info-screen

messages focussing on different topics where EMA has a direct and indirect environmental impact, and general messaging of the environmental impact intertwined with our activities at General Assemblies.

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