

## **Policy Plan**

The Brunel Foundation was founded in 2012 by two passionate Brunellers who shared the goal of doing good together. The foundation is an independent, non-commercial organisation focused on driving positive social and environmental impact. The foundation has filed for a not-for-profit status certification (ANBI). The ANBI application is pending. From day one, the Foundation has been shaped by the energy of Brunel's people, working together to support causes they care about to build a sustainable future.

This document outlines the mission, objectives, governance & organization and funding of the Brunel Foundation.

### **Mission**

The Brunel Foundation is a catalyst for change. We are committed to raising awareness, fostering engagement, and activating Brunellers around the globe to create meaningful and lasting impact – driven by sustainable choices and actions that benefit both people and the planet.

### **Objectives**

The Brunel Foundation pursues the following objectives:

- Encourage sustainable habits through creative and practical initiatives
- Inspire the future generation through education focusing on renewable energy and sustainability
- Promote environmental stewardship through hands-on clean-up initiatives
- Foster global reforestation and climate action through meaningful tree gifting

### ***Sustainability themes***

To be the catalyst for change and maximize our impact on the environment we defined 3 focal themes:

1. Building New Habits
2. Inspiring Future Professionals
3. Cultivating a Greener Future

Across all themes, the Brunel Foundation develops and implements global and local initiatives, establishes partnerships, and organizes (social media) awareness campaigns and generates funding activities throughout the year.

#### ***1. Building New Habits***

The Brunel Foundation empowers employees **to embed sustainability into their daily lives** by promoting simple, repeatable, habits and impactful choices. Through various initiatives such as the upcycled ConsciousDress and sustainable corporate gifting we spark awareness, creativity, and action. By combining sustainability with innovation

and storytelling, we motivate and inspire individuals and organizations to build new habits for a more sustainable future.

## **2. Inspiring Future Professionals**

Through partnerships and support from Taylor Hopkinson, the Brunel Foundation aims to **educate and inspire** children aged 8-12 about renewable energy, future industries and jobs to spark their creativity and enthuse them to do their part to contribute to a sustainable future. To do so, we offer accessible, hands-on workshops -both outdoors and in classrooms, and during other events – we empower young minds, regardless of background, to explore future-oriented solutions and develop environmental awareness from an early age.

## **3. Cultivating a Greener Future**

The Brunel Foundation is committed to **protecting nature, restoring balance and enhancing biodiversity** in many ways. Examples of initiatives are:

### Trash 'n Trace clean-up activities

Through **Trash 'n Trace** clean-up activities, the foundation helps ecosystems recover and thrive. By mobilizing employees worldwide to take tangible action for a cleaner environment, we also raise awareness, inspire sustainable behavior, and foster a culture of shared environmental responsibility among employees, communities, and partners. By organizing and supporting clean-up events in Brunel regions and public spaces, we contribute to healthier habitats and lasting positive impact.

### Brunel Foundation Forest

Through the **Brunel Foundation Forest** in partnership with EcoMatcher, we aim to restore natural ecosystems, combat climate change, support local communities, create awareness for the value of trees and promote sustainable corporate gifting by planting and gifting trees. By involving employees, clients, and communities, we turn symbolic gestures into lasting environmental impact and foster a shared sense of responsibility for the planet.

## ***Beyond Our Pillars – Impact from the Heart***

At the Brunel Foundation, our commitment is centered around three clear sustainability pillars. These areas define our focus and shape the way we work towards a greener future. While our foundation's primary mission lies within these three pillars, we also believe in the power of inspiration and example. When colleagues across regions feel moved to support other meaningful causes – whether local initiatives, community efforts, or personal passions – we see that as a powerful extension of our impact.

In this way, the Brunel Foundation aims to be more than a driving force within our own focus areas. We strive to be a catalyst for broader change – encouraging action, enthusiasm, and social involvement wherever it starts. Because even if it's not what we directly lead, we believe in the ripple effect of doing good – and the difference it makes when others are inspired to give back in their own way.

While we value and encourage these efforts, the Brunel Foundation is not responsible for activities outside our three pillars focusing on sustainability. We stay focused on our core mission, and see other efforts as separate, meaningful ways to make a difference.

### ***Allocation of Funds Upon Dissolution***

In the event of dissolution, any remaining funds will be allocated to a charitable organization with ANBI status with a similar purpose that aligns with the mission of the Brunel Foundation.

### **Approach**

The Brunel Foundation is driven by the belief that real change starts with people, especially the passionate and skilled people within Brunel. That's why the Foundation focuses on activating, engaging, and creating awareness among Brunellers who want to make a difference – locally and globally.

The Brunel Foundation operates through:

- setting up projects,
- supporting initiatives through financial donations,
- building partnerships with like-minded organizations,
- making the knowledge and expertise of Brunellers accessible to support social and environmental change.

### **Focus 2024 – 2029**

We are facing global challenges – now and in the years ahead. Everyone shares responsibility in the transition to a greener future. That's why our commitment to raising awareness, driving engagement, and activating Brunellers remains as strong as ever.

We collaborate, innovate, and expand our programs to inspire both current and future professionals to help build a more sustainable world.

By strengthening partnerships and increasing regional engagement, we support local giving-back efforts across the globe. We aim to enhance employee involvement, improve program infrastructure, and integrate impact measurement and reporting.

### **Governance and Organization**

#### ***Brunel Foundation's Board***

The Brunel Foundation's Board holds the responsibility for defining the Foundation's strategy and policies and overseeing performance. The Board is composed of three members. At least two board members need to be employed by a Brunel entity.

- Femke Dijkstra – Chair
- Maritska Aarts – Secretary / Treasury
- Laura Brand – General Deputy

## ***Operational management***

The operational management is responsible for preparing and drafting the Foundation's strategy and policies, overseeing performance and reporting, and executing projects and initiatives that align with its mission.

## ***Consultation framework***

The Foundation operates with a clear consultation framework to ensure alignment between the Board, operational management, and key stakeholders.

The Board of the Brunel Foundation meets on a frequent basis – at least 2 times per year. These meetings are formal and documented, ensuring accountability and governance.

## ***Community members***

Brunel colleagues as community members within the Brunel regions are responsible for coordinating and implementing the activities in their regions. The community members are the point of contact for the Brunel Foundation for operational management regarding global project alignment.

## ***Brunel Employees***

Additional Brunel employees may also contribute on an ad-hoc or part-time basis, offering their expertise and time to support specific initiatives and projects as needed.

## ***Remuneration policy***

Board members do not receive remuneration for their board duties. Expenses incurred in the execution of their duties may be reimbursed.

## **Funding of the Brunel Foundation**

Source of income:

- Brunel International N.V. and other Brunel entities/regions support the Foundation on a project-by-project basis, providing funding for selected initiatives that align with its values and sustainability goals.
- Brunel covers the salaries of the Foundation's operational directors. These directors are formal employees of Brunel International N.V. and do not receive any additional compensation for their role on the Brunel Foundation's board.
- Brunellers around the world voluntarily dedicate their time, knowledge, and expertise to Foundation projects.
- Employees and external parties have the opportunity to make voluntary financial contributions.
- The Foundation benefits from the use of Brunel facilities, including office spaces, meeting rooms, and other company resources.
- Brunel and Brunel Foundation generate funding when and where they can.

## **Accountability**

The Foundation publishes an annual report each year, which includes both a financial report and an overview of activities. These reports are made available on the website for transparency and public access.

## **Financial Forecast 2025 -2026**

Based on the financial results of 2024, the Brunel Foundation expects similar income and expenditure levels for the years 2025 and 2026.

Annual income is projected to be approximately **EUR 65,000**, primarily consisting of donations from Brunel International N.V., Brunel Nederland B.V. , and contributions from employees and partners. Expenditures are expected to be at a similar level, with the majority allocated to the Foundation's objectives and a smaller portion covering organizational costs.

## **Review and Evaluation**

The policy plan is assessed annually for relevance and formally reviewed at least once every three years, with adjustments made as necessary. The strategy and results are discussed each year during the Brunel Foundation's board meeting.