



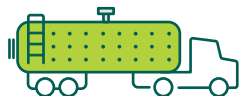
SkyNRG

IMPACT REPORT

2024

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Transition SkyNRG leadership

Philippe Lacamp
Outgoing CEO

“It has been an honor to serve as SkyNRG’s CEO during a period of significant growth in both the company and the SAF industry.



With the DSL-01 project nearing its final investment decision in 2025, this is the right moment to transition the leadership to focus on the long-term growth of SkyNRG. Maarten’s experience, capabilities and ambition for the business make him the ideal leader to take the company forward. I look forward to supporting the transition and wish the team continued success.”



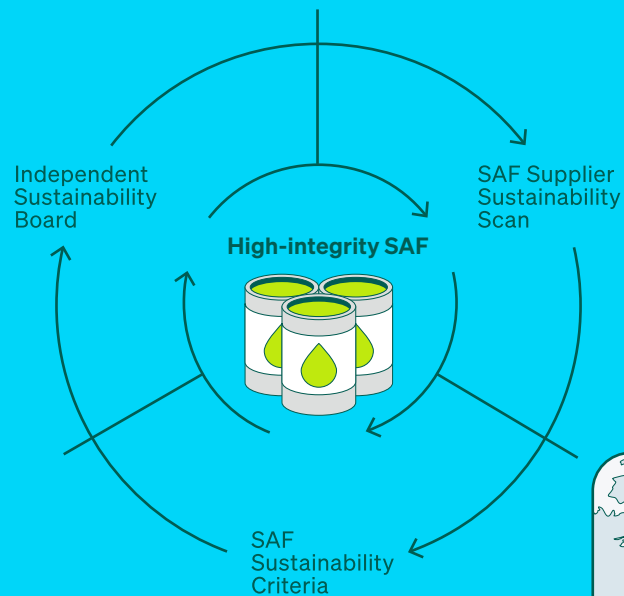
Maarten van Dijk
Co-Founder and New CEO

“It is a privilege to take on the CEO role from Philippe and continue to build SkyNRG’s business.

Since co-founding the company with Theye Veen in 2009, I’ve had the opportunity to work across almost all aspects of the business. Most recently, I led our DSL-01 project towards its planned FID in 2025. As CEO, I am excited by our strategic vision to have multiple SAF production facilities online by 2030 while continuing to support our market-leading SAF supply services. Together with the team, we remain committed to helping our customers across the world achieve their decarbonization goals and advancing sustainable aviation solutions globally.”

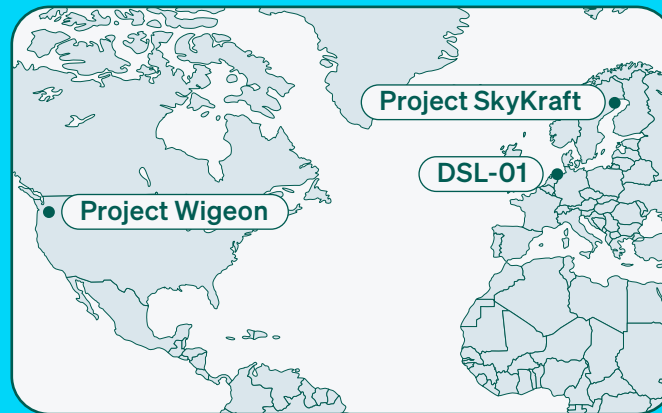
Impact of our SAF Supply

SkyNRG’s direct sustainability impact comes from the **Sustainable Aviation Fuel (SAF) we supply** to our partners. We will become a SAF producer in the next few years, which will further enhance our overall sustainability impact. These efforts directly contribute to our **core environmental mission**: reducing greenhouse gas emissions from the aviation industry. We do this by focusing on high-integrity SAF.



High-integrity SAF

We are continuously strengthening our sustainability governance in partnership with our independent Sustainability Board, who ensure that all decisions support our long-term climate ambitions. As part of this commitment, we refine our SAF sustainability criteria on an ongoing basis, so that the fuel we supply meets the high environmental and social standards.



SAF Production

We are developing production facilities and sustainable feedstock pathways to address the growing demand for SAF and help the aviation industry meet its Net Zero by 2050 goal. We have scoured the globe to find locations with favorable environments for high-integrity SAF; our three projects are based in the US, Netherlands, and Sweden.

Impact on the Broader SAF Industry

Our impact stretches beyond our own operations. From our founding, we have been a **SAF market maker** – developing an industry that didn't yet exist. Now that the market is maturing, we are still influencing the broader SAF landscape through education, shaping industry frameworks and standards, and advocacy. As an organization, we play a key role in **scaling the voluntary SAF market** by enabling corporate climate leaders to take meaningful steps in reducing their GHG emissions. We actively contribute to shaping key SAF policy frameworks, providing evidence and insights to align regulation with real-world implementation and climate ambition. We support market transparency through credible claims, consistent reporting, and alignment with emerging international guidance.



Education

We educate our partners and the broader SAF industry through many different channels.



Events

We attend varied SAF industry events to spread our message about SAF.



Voluntary Market

We help shape the voluntary market to grow demand for high-integrity SAF.

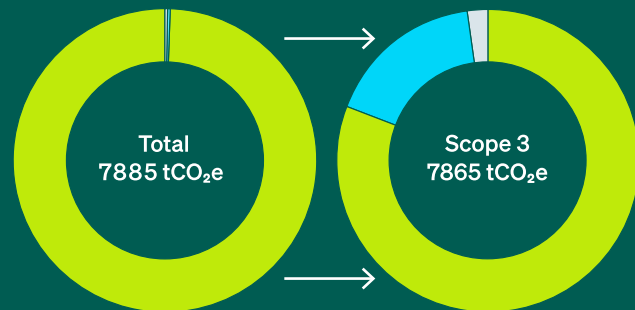


Advocacy

Our Policy team advocates for policy supporting high-integrity SAF in the US and the EU.

Impact Within our Company

Having a broader influence on the SAF market starts with measuring the **impact of our own operations**. This means approaching our social and environmental performance in a **holistic way**, which we demonstrate through our B Corp certification. Sustainability and transparency are embedded in our daily operations. One example is our internal Business Travel Policy. Another is our company-wide annual greenhouse gas (GHG) emissions inventory which we publish for greater accountability and a baseline for continued emissions reduction. Our team is the powerhouse behind making an impact on the aviation industry. We work hard to ensure we are fostering a **healthy and inclusive work environment** so that everyone can do their jobs effectively.



GHG inventory

We calculate our Scope 1-3 emissions annually to see where we can reduce our climate impact.



Certified



Corporation

B Corp

Our certification as a B Corp demonstrates our high performance in environmental and social sustainability.

Our team

We care for our team by going above and beyond to ensure their wellbeing. We are creating an inclusive workplace through our new Diversity, Equity and Inclusion (DE&I) Strategy.

Taking off on our Sustainability Journey

At SkyNRG, we are dedicated to reducing greenhouse gas (GHG) emissions from aviation and making a **positive climate impact**. Since our founding in 2009, we have prioritized supplying **high-integrity SAF** by maintaining strict sustainability criteria and improving supply chain transparency. These principles also guide us as we begin to **build our own SAF production facilities** to displace fossil jet fuel.



2009
SkyNRG founded.



2012
Sustainability Board established.



2013
Received Roundtable on Sustainable Biomaterials (RSB) certification.



2021
Received B Corp certification:

Our commitment to sustainability extends beyond GHG emissions reductions. In 2021, we became a certified B Corp, demonstrating our social and environmental impact on the wider community, our employees, partners, and governance structures. We continued our sustainability commitment by releasing our first corporate GHG inventory and Impact Report in 2023.



2023
Published first GHG inventory and Impact Report.

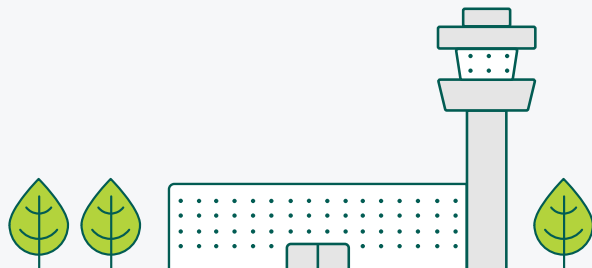


2024
First audited GHG inventory, ESG policies implemented, SAF Supplier Sustainability Scan:

Over the past year, we formalized new ESG policies, such as our Business Travel Policy, Greenwashing Policy, and SAF Supplier Sustainability Scan. Looking ahead, we plan to embed ESG performance across the organization by setting KPIs, building our first SAF production facility, and measuring and reducing our expanded GHG footprint. We will prepare for a double materiality assessment to identify future ESG priorities.



2024+
Embed ESG KPIs across entire organization, measure and reduce construction GHG emissions.





IMPACT SUPPLY

SkyNRG's direct sustainability impact comes from the SAF we supply to our partners. We will become a SAF producer in the next few years, which will further enhance our overall sustainability impact.

Independent Sustainability Board

Sustainability Board Members



Barbara Bramble
National Wildlife Federation
Vice President, International
Conservation and Corporate
Strategies



André Faaij
Utrecht University
Director of Science TNO Energy
Transition, Professor Energy
System Analysis



Dr. Kevin Fingerman
Cal Poly Humboldt University
Professor of Environmental
Science & Management



Pete Harrison
Environmental Defense Fund
Executive Vice President, Regions



John Holler
C2ES
Senior Fellow, Low-Carbon Fuels
and Transportation, Center for
Climate and Energy Solutions



James Reeler
WWF South Africa
Senior Climate Specialist

SkyNRG has had an independent Sustainability Board in place since 2012. The Sustainability Board plays a crucial role in **advising, informing, challenging, and validating** SkyNRG's sustainability philosophy.

While the final decisions are made by SkyNRG, this governance structure helps us make well-informed decisions and develop **future-proof strategies**. The Board gives formal advice in its quarterly meetings.

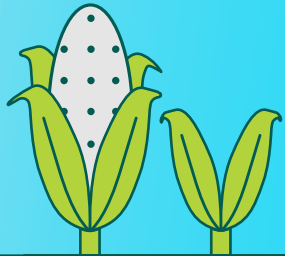
Main topics discussed in 2024

- Developing and piloting a feedstock sustainability assessment approach for our DSL-01 facility;
- Increasing transparency of Sustainability Board advice;
- Sustainability considerations for the Renewable Natural Gas (RNG) we are exploring to use in our Project Wigeon facility;
- Sustainability considerations for the CO₂ we could source for our Project SkyKraft.

SAF Sustainability Criteria

Not all “sustainable” aviation fuels are equally sustainable. We believe it’s important to clarify what sustainability means to us and how it impacts the types of fuels we supply. SkyNRG has developed sustainability criteria to ensure that all the SAF we supply to our partners is of **high-integrity**, meaning it has **high positive sustainability impact** and **low sustainability risk**. While regulations in some geographies already address these criteria to varying degrees, we go above and beyond regulatory requirements to ensure a consistent approach across our global sourcing efforts. Sustainability is not just a buzzword to us; it is a **core SkyNRG value**. We continue to develop and refine these criteria, adapting as sustainability risks evolve over time.

No food or feed



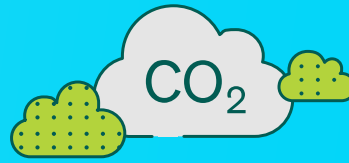
No feedstocks that compete with food or animal feed crops.

No palm or soy derivatives



No palm or soy primary derivatives (e.g. palm oil mill effluent).

High GHG savings



Achieve a minimum lifecycle greenhouse gas (GHG) savings of 70% compared to fossil jet fuel.

Sustainably certified

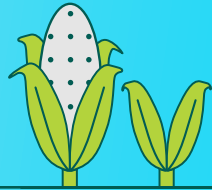


Our SAF must be certified against a SkyNRG-approved sustainability certification scheme such as ISCC/RSB EU RED or RSB CORSIA.

Avoid displacement



Avoid using feedstocks for SAF that are already used in other sectors that have a high risk of being substituted with GHG-intensive replacements (e.g. palm or coconut oil).



No food or feed

Why? The use of food and feed crops for biofuels has several sustainability concerns, such as direct and indirect land use change due to increased demand for biomass^{1,2}. It is also argued that the use of these feedstocks can affect food prices³. Therefore, we do not use food and feed crops to avoid these negative risks and instead focus on waste and residues.

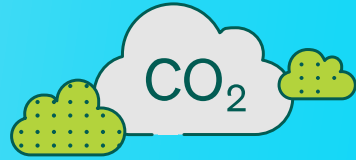


No palm or soy derivatives

Why? Palm and soy production can be associated with high risks of deforestation and significant environmental impacts^{4,5,6}. Although derivatives are not the primary product, they can contribute >5% to the total value of refining operations⁷. Therefore, we avoid revenues flowing to these commodities by not using these feedstocks.

¹ Searchinger et al. (2008) - [Link](#). ² Valin et al. (2015) - [Link](#). ³ Cerology (2017) - [Link](#). ⁴ Join Research Centre (2024) - [Link](#). ⁵ Song et al (2021) - [Link](#). ⁶ Petrenko, Paltseva & Searle (2016) - [Link](#). ⁷ Xu, Lee & Wang (2020) - [Link](#)

High GHG savings



Why? SAF uses finite resources (e.g. biomass) that are in high demand and should therefore yield the highest reduction in GHGs for every drop of SAF produced. While a 70% reduction is our minimum, in 2023, the SAF we supplied had a 90% lifecycle GHG savings compared to fossil kerosene, on average⁸.



Sustainably certified



Why? Third-party sustainability certifications ensure that the chain of custody is properly audited, environmental and social sustainability criteria are met, and SAF supply chains are made transparent. While regulation in some geographies do not require this, we require it for all the SAF we procure globally.



Avoid displacement

Why? Displacement impacts are rarely or insufficiently included in regulatory GHG methodologies but are real world impacts potentially leading to increased GHG emissions that we choose to take responsibility for.

What is displacement?

If a feedstock that is already being used in other markets is displaced and used for SAF production, for example animal feed, there is a risk that animal feed producers will be forced to use more GHG intensive feedstocks, such as soy oil. While GHG emissions of aviation may have lowered, these GHG emissions are just shifted to the animal feed industry, and the climate impact at a systems level has remain unchanged or even worsened⁹.

Read our blog on displacement to learn more - [link](#).



SAF Supplier Sustainability Scan

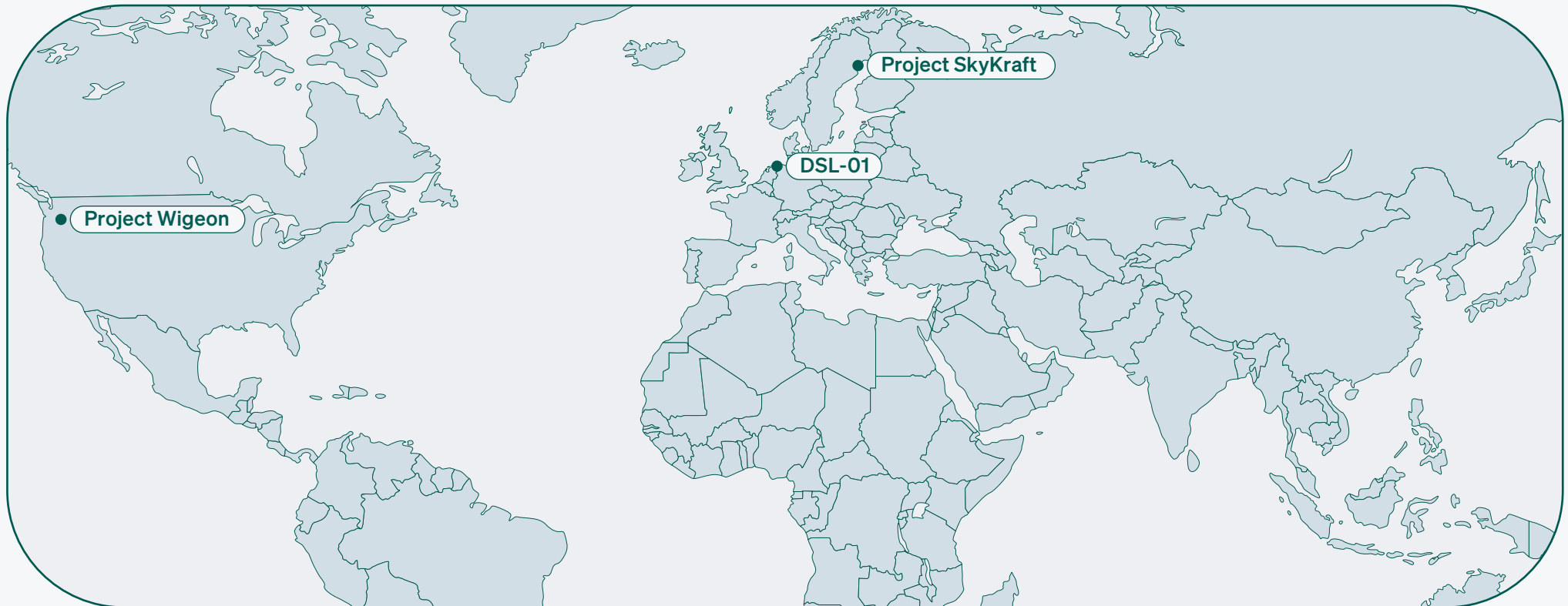
An important aspect of supplying high-integrity SAF is performing due diligence on our supply chains. This **reduces sustainability and reputational risks** for both SkyNRG and our partners. Therefore, SkyNRG established a SAF Supplier Sustainability Scan which consists of assessing SAF suppliers by the following:



Building global SAF capacity

It is estimated that **500–800** SAF production facilities will be needed to achieve the aviation industry’s goal of reaching net zero by 2050¹¹. Currently, there are only around **40** operational SAF plants worldwide, highlighting a significant gap¹². SkyNRG is working to bridge this gap by developing **three SAF production projects**, utilizing different technologies and locations to scale up capacity and meet demand.

Our goal is to create the **most sustainable SAF** possible. This is why we have carefully selected locations that offer ideal conditions, including access to renewable electricity, sustainable feedstocks, robust infrastructure, supportive regulatory environments, and favorable economic incentives to ensure feasibility. Beyond reducing greenhouse gas (GHG) emissions from aviation, all of our SAF plants deliver **additional positive impacts**. Read the following pages to learn more →



DSL-01

Delfzijl, Netherlands

SkyNRG's first production facility, with an expected output of approximately 100 kta Hydrotreated Fatty Acids and Esters (HEFA) SAF.



Climate impact

Once fully operational, this facility is expected to reduce lifecycle GHG emissions by approximately 345 ktCO₂e annually compared to fossil kerosene¹³.



Jobs impact

The construction phase will create up to 700 jobs, with approximately 75 permanent jobs once the plant is operational.



Ecological impact

Although this is a greenfield project, the plant will be built on an existing industrial site, minimizing ecological impact.



Feedstock impact

The plant will process industrial residues that currently have limited applications, primarily being used for energy production. Through advanced feedstock processing technology, these materials will be upgraded to a higher-value use as SAF.

SkyKraft

Skellefteå, Sweden

SkyNRG and Skellefteå Kraft are developing an e-SAF facility with an expected output of approximately 100 kta e-SAF.



Climate impact

Once fully operational, the SAF from this facility is expected to reduce lifecycle GHG emissions by 358 ktCO₂e annually compared to fossil kerosene¹⁴. This reduction is made possible by the local electrical grid, which is powered by renewable energy sources such as hydropower and wind.



Jobs impact

The facility will create approximately 50 permanent jobs once operational.



Ecological impact

Although this is a greenfield project, the plant will be built on contaminated land and in an industrial zone, limiting any potential ecological risks.

Project Wigeon

Walla Walla, USA

SkyNRG's first North American SAF production facility, with an expected output of 50 million gallons of SAF and renewable diesel.



Climate impact

Once fully operational, the fuels from this facility are expected to reduce GHG emissions by an estimated 440 ktCO₂e annually when compared to fossil kerosene.¹⁵



Jobs impact

The construction phase will create approximately 600 local jobs, with 100 permanent jobs expected once the facility is operational in 2030.



Indigenous impact

The project site is located on land ceded by representatives of the Walla Walla, Cayuse, and Umatilla tribes under the Treaty of 1885. SkyNRG has engaged with the Confederated Tribes of the Umatilla, Yakama, Nez Perce, and Warm Springs people throughout the development process to ensure any potential impacts on local Indigenous communities are communicated.



IMPACT BROADER

We actively contribute to shaping key SAF policy frameworks, providing evidence and insights to align regulation with real-world implementation and climate ambition. We support market transparency through credible claims, consistent reporting, and alignment with emerging international guidance.

Shaping Voluntary Market SAF Standards

At SkyNRG, we leverage **our knowledge** of the SAF industry to help inform, educate, and shape voluntary market frameworks, such as SAF registries, Book & Claim methodologies, and SAF GHG accounting frameworks. These frameworks are **essential** for building a credible market where SAF can be supplied, tracked, and reported on in a **transparent** and **harmonized manner**, while ensuring high sustainability.

SAF Registries



Registries are vital for transparent SAF supply chains and SAF transactions.

SkyNRG was involved in and provided feedback during the development of the following registries:

- Roundtable for Sustainable Biomaterials (RSB)
- Sustainable Aviation Buyer's Alliance (SABA)
- International Air Transport Association (IATA)

GHG Accounting



GHG accounting frameworks are essential for harmonizing how different parties report on emissions and emissions reduction from SAF certificates.

SkyNRG has supported or provided feedback on SAF GHG accounting to:

- Science Based Targets Initiative (SBTi) Corporate Net-Zero Standard Update
- SABA, and Rocky Mountain Institute (RMI) SAF Certificate Emissions Accounting and Reporting Guidelines Update

Book & Claim



Book & Claim chain of custody methodologies ensure transparency, harmonization, and trust in supplying SAF certificates.

SkyNRG is a part of the following groups to push and refine SAF Book & Claim systems:

- Smart Freight Centre - Clean Air Transport Group, Book & Claim subgroup
- RSB Book & Claim Community

Project Runway

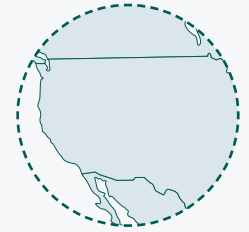
SkyNRG partnered with Microsoft to launch Project Runway. Project Runway fosters collaboration and simplifies the first steps of the SAF journey for airlines, connecting corporate commitments with airline ambitions and supporting access to SAF.



Project Runway is built on the belief that involving more stakeholders across the aviation industry is vital for the development, resilience and scaling of the market.

The initiative is set up for airlines at the beginning of their SAF journey, connecting corporate commitments with airline ambitions and supporting realizable access to SAF. For the first three years of the program, our founding member, Microsoft, is committed to offtaking a volume of Scope 3 SAF claims. The corresponding Scope 1 claims will be used for airlines who would like to reduce their own emissions voluntarily.





US Policy Advocacy

Policymaker engagement

SkyNRG is actively engaged with policymakers on federal and state policies to advocate for favorable SAF environments for Project Wigeon and the broader US SAF market.

Washington state SAF tax credit

- Initiated an industry coalition that led to successful passage of \$2.00 per-gallon incentive for SAF produced and used within the state.
- **Important tax incentive for Project Wigeon and other SAF produced in WA**

LCFS State Policy(s)

- Active and engaged in a majority of state Low Carbon Fuel Standards Washington, Oregon, California and British Columbia.
- **Important for increasing the incentive opportunities for SAF**

Inflation Reduction Act

- Engaged with US Department of the Treasury and other stakeholders on the Clean Fuel Production Credit (45Z).
- **Important for federal SAF incentive**

Environmental Protection Agency

- Initiated Renewable Fuel Standard pathway petitions to seek recognition for the conversion of RNG to SAF to generate Renewable Identification Numbers (RINs).
- **Important for the value of D7 RINs**

Coalition building

SkyNRG leverages the power of larger coalitions to advocate for policies that help accelerate the SAF market in the US.



Renewable Natural Gas Coalition

Advocates for the RNG industry in North America



SAF Coalition

Unites diverse stakeholders to facilitate federal policy for SAF development and deployment in the US



Low Carbon Fuels Coalition

Advances the transition to sustainable transportation by promoting low carbon fuels including SAF



The Commercial Aviation Alternative Fuels Initiative

Facilitates policy support to accelerate SAF commercialization



EU Policy Advocacy

Policymaker engagement

SkyNRG works closely with policymakers in Brussels to foster an environment in the EU that will help accelerate e-SAF and increase demand for SAF.

EU ETS for Aviation

- Advocated for establishment of 'SAF allowances': a revenue recycling mechanism aimed at bridging the cost difference between SAF and fossil kerosene for airlines.
- **Important to limit the price impact of SAF to consumers**

ReFuelEU

- Worked together with industry and NGOs to advocate for a solid long-term SAF mandate, with stringent sustainability criteria.
- **Important for long term investment certainty in SAF**

Clean Industrial Deal

- Already in 2024, SkyNRG started advocating for a strategic role for SAF in the EU Clean Industrial Deal and a long-term revenue certainty mechanism to ensure financial investment decisions are accelerated.
- **Important for revenue certainty in SAF projects**

Renewable Energy Directive

- SkyNRG continues its thought leadership through discussions on how to improve the RED, particularly regarding eligible feedstocks.
- **Important to maintain a level playing field for SAF**

Coalition building

SkyNRG joins larger coalitions to advocate for policies that support e-SAF and the acceleration of high-integrity SAF in Europe.



Project SkyPower

CEO-led initiative focused on accelerating take-off for e-SAF in Europe



Renewable and Low Carbon Fuel Alliance

Dedicated to advancing the production and supply of renewable and low-carbon fuels in the aviation and waterborne sectors in Europe



CO2 Value Europe

Non-profit association representing the entire Carbon Capture and Utilization (CCU) value chain in Europe



Advanced Biofuels Coalition

Committed to progressing the expansion of advanced biofuel production and uptake across hard-to-abate sectors in Europe

SAF Education

SkyNRG is catalyzing SAF market growth by **educating our partners** and **sharing our knowledge**, helping the aviation industry reach its net zero target by 2050¹⁶. We do this through:

Hosting SAF Events



Climate Week

We hosted our own event during Climate Week NYC. "It's Time for Sustainable Aviation Fuel" brought industry leaders together for a panel discussion on how to set up and advance their SAF agendas and network.



B Corp Business Travel Policies

We held an event for fellow B Corps to share our learnings and best practices in developing our internal Business Travel Policy. The aim was to educate other organizations on how they can reduce GHG emissions from business travel.

Thought leadership



Market Outlook – [view ↗](#)

We annually publish this industry leading report on current state and trends of the SAF market.



Displacement GHG effects – [view ↗](#)

We deep dive into one of our SAF sustainability criteria in our blog.



SAF GHG accounting – [view ↗](#)

We explain how to account for SAF GHG emissions with lack of guidance in our blog in partnership with Deloitte.

Future Fuels team

The team works with stakeholders across the world to progress new technologies to produce SAF and also initiates and executes the first development phase of new commercial SAF production facilities.



Advisory projects

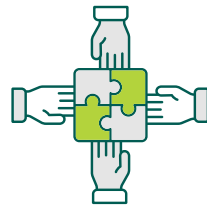
We support many key players in the SAF industry such as airports, fuel producers, and governments through consulting projects.



R&D

We are part of large R&D projects and consortiums that help to advance SAF technologies and development, where dissemination of knowledge from the projects is a key aspect. Examples include [TULIPS](#) and [TAKE-OFF](#).

SAF partners



Every engagement with a partner is an educational journey about SAF.



We have a 1-1 relationship with each partner to support them with general questions about SAF, GHG accounting, and our sustainability approach.

Event Highlights

As the SAF market scales, we see events as an increasingly important component of our work. We're involved in a growing number of industry events year on year. In 2024, we attended **36** events, spoke at **21**, and even hosted a couple of events ourselves.



Climate Week NYC

Over 350 people signed up to our first New York Climate Week event, with a capacity of only 80. The event focused on helping attendees get started with a SAF strategy.



RSB annual conference

Theye, Martin, and Tom joined RSB in Geneva, with Theye speaking on the panel. He received this feedback from RSB: “Your insights based on the SkyNRG experience were incredibly valuable and provided a strong foundation for the panel discussion – and the whole day.”

Ishka - Investing in aviation

Floor represented us at Ishka's 7th event which focused on investments in aviation within the EU. A great start to the year talking at the location where institutional investors, airlines, lessors and banks connect.



SAF congress APAC

Lots of activities in Asia-Pacific (APAC) this year with the SAF congress, the ASAGA launch, and IATA Kuala Lumpur. Building partnerships in this part of the world is a big goal for our team.



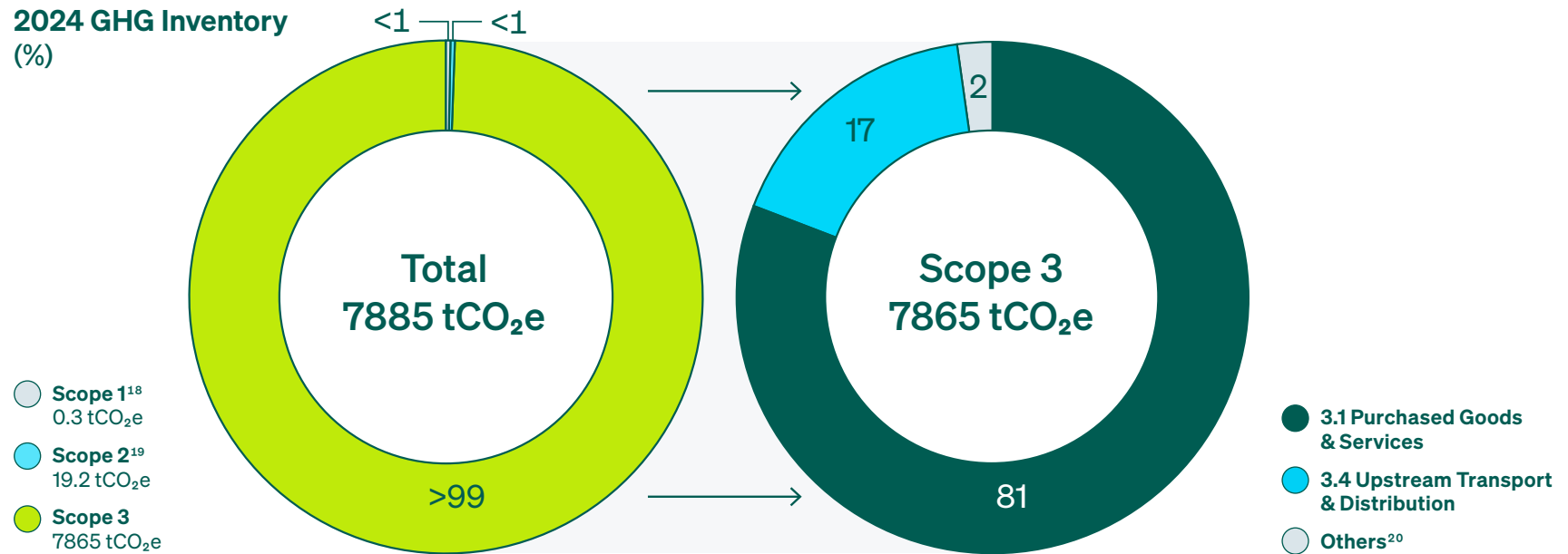


IMPACT WITHIN

Our team drives our organizational impact. We ensure a supportive, healthy and inclusive work environment to deliver on our internal sustainability goals.

GHG Inventory 2024

This year, our GHG inventory underwent a third-party verification for the first time. As seen below, more than 99% of our emissions are Scope 3, primarily from purchased goods and services. This is mostly from the SAF we purchase and then supply to our partners, as well as legal, engineering, and financial services we purchase to support us in building our SAF production facilities. Measuring emissions is only a first step, and we are actively working on ways to reduce them¹⁷.



Steps taken to reduce our GHG emissions

Scope 2:

- We purchase 100% renewable electricity through Guarantees of Origins for our Amsterdam and US offices.
- We produce renewable electricity with rooftop solar panels at our Amsterdam office.

Scope 3:

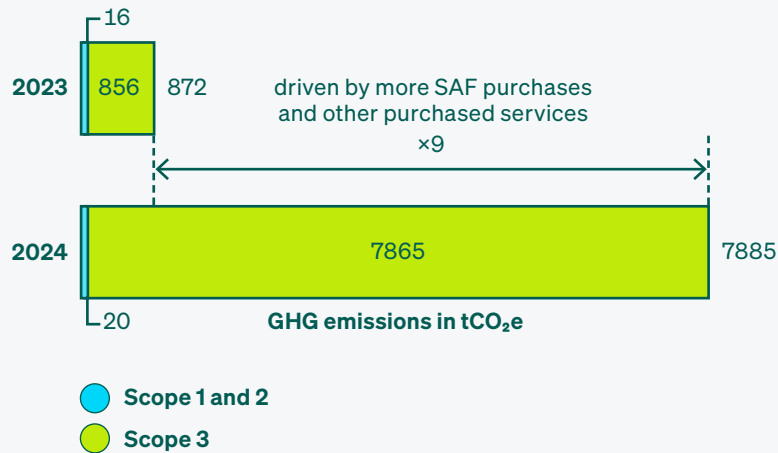
- We purchase SAF certificates for 100% of our business air travel emissions.
- We provide first class public transport passes and a bike lease program to our employees based in the Netherlands to encourage low carbon commuting.
- We purchase SAF with a low carbon footprint; In 2024, the average lifecycle GHG savings compared to fossil kerosene was 90%²¹.

¹⁷ Please see the GHG Annex for a more detailed breakdown. ¹⁸ Scope 1 emissions only include assumed refrigerant leakage from our office AC units. ¹⁹ Location-based emission figures are displayed here. ²⁰ Other include - 3.3 - Energy upstream, 3.5 - Waste, 3.6 - Business travel, 3.7 - Commuting, 3.8 Use of sold products. ²¹ The average GHG savings is calculated using the weighted average (by mass) of the SAF purchased in 2024 and is compared to a fossil kerosene baseline of 89 gCO₂e/MJ. The GHG intensity of the SAF (gCO₂e/MJ) is taken from the Proof of Sustainability for each batch. The GHG methodology used to calculate this intensity corresponds to the type of sustainability certification of the batch (e.g. ISCC EU, ISCC CORSIA).

Our Greenhouse Gas Impact

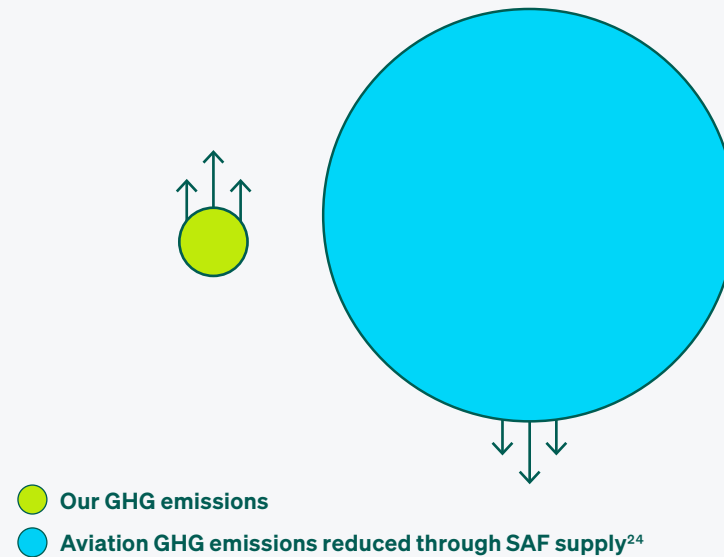
Comparison to 2023

Our 2024 GHG emissions grew nearly 10-fold compared to 2023, driven primarily by two factors. Firstly, we **improved our methodology** to include more purchased services, such as engineering, financial, and legal consulting, which led to a significant increase in Scope 3 category 1²² emissions. Secondly, we procured and supplied **more SAF in 2024 than ever**, which also led to a significant increase in Scope 3 category 1 and category 4²³ emissions.



Putting our emissions in perspective

While SkyNRG’s Scope 3 GHG emissions increase with every tonne of SAF we purchase, we are also reducing aviation GHG emissions with every tonne we supply. This demonstrates that there are some limitations to corporate GHG accounting for decarbonization companies such as ours, but we are still working hard to reduce GHG emissions where we can.



²² Scope 3, category -1: Purchased goods and services.

²³ Scope 3, category-4: Upstream Transportation and Distribution.

²⁴ The diameters are not to scale, they are illustrative.

Impact through B Corp

We are a B Corp (Benefit Corporation), which means that we are part of a movement of companies that meet high standards of social and environmental performance. B Corp takes a **holistic approach** that includes all dimensions of a business’ influence and awards points across impact categories, including community, workers, customers, environment and governance, and Impact Business Models (IBMs).

Like other B Corps, we believe in using our business as a force for good, aiming to benefit **all stakeholders**, not just shareholders. That is why we have been certified since October 2021 and every three years we undergo recertification process to uphold these standards – a process we are currently in.

B Corp Impact Categories

Workers

Our contribution to our employees’ financial security, health and safety, wellness, career development and engagement and satisfaction.

Governance

Our engagement around social/ environmental impact, ethics and transparency and formal consideration of stakeholders in decision making.

Community

Our positive contribution to the communities that we operate in, and our efforts taken to integrate diversity, equity and inclusion practices in our organization.

Customers

Efforts taken to ensure quality of our products and services for our customers, ethical marketing practices, data privacy and security, and feedback channels with our customers.

Environment

Our overall environmental management practices and our direct and indirect impacts on the air, climate, water, land and biodiversity.

Impact Business Models (IBMs)

IBMs are ways that a business is designed to create a specific positive benefit or outcome for one of its stakeholders. An IBM must be demonstrated to be specific, material, verifiable, lasting, and extraordinary. Most companies evidence 0-2 IBMs and are very challenging to achieve²⁵.

We unlocked these two IBMs in our 2021 assessment and anticipate the same with the completion of our recertification:

- **Renewable or Cleaner-Burning Energy:** Our business is supplying SAF to accelerate decarbonization in the aviation sector.
- **Environmental Education & Information:** We educate our partners on the environmental benefits of SAF.

Learn more about our journey

<https://skynrg.com/sustainability/b-corp/>

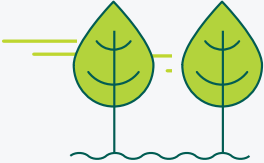
Learn more about our score

www.bcorporation.net/en-us/find-a-b-corp/company/sky-n-r-g/

Business Travel Policy

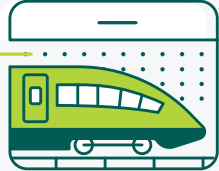
Not all business flights are essential, which is why we encourage our partners to fly less when feasible. When flying is necessary, we support our partners in **purchasing SAF claims** to lower their carbon emissions. As an organization, we believe in **leading by example**; We strive to mitigate our environmental impact as much as possible, which led us to develop our internal Business Travel Policy.

The five pillars of our internal Business Travel Policy are:



Purposeful travel

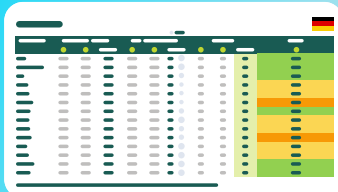
We aim to be purposeful and reduce any travel that does not have a strong and demonstrable goal. Our employees should reflect on the added value of a business trip before booking.




Low carbon modes of travel

When available we should opt for the lowest carbon modes of travel (train, bus, car) for business.


We have developed a **Train Guide** to show which train routes within Europe should be taken by train.






Economy class flights as default

Economy class has the lowest GHG emissions, so this is our default for flights with a duration of five hours or less. Economy premium is allowed for flights above that threshold.



Flight insetting through SAF

For purposeful flights that do not have a viable low carbon alternative (e.g. transatlantic flight), the climate impact is reduced by insetting 100% of flight GHG emissions with the purchase of SAF claims.



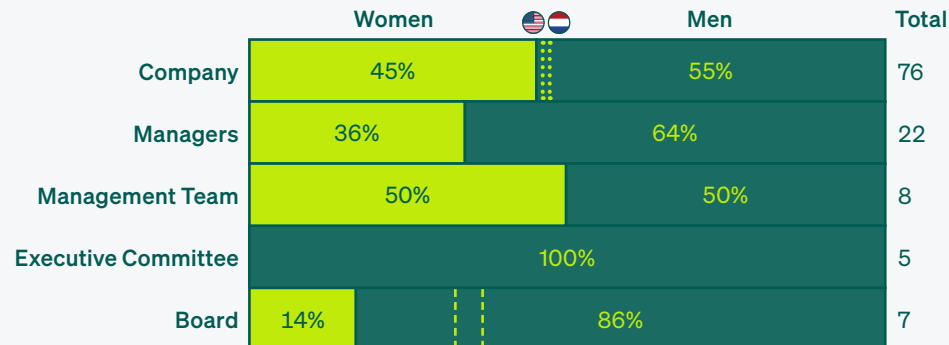
Rental cars EV/hybrid or fuel efficient

We choose EV, hybrid, and fuel-efficient cars when possible to lower GHG emissions.

Our Team

Our team members share the drive to mitigate climate change through accelerating the decarbonization of the aviation industry. We are an international team with a wide range of educational and professional backgrounds which provides a diverse array of perspectives and improves the decision making in our business. As our ambitions grow as a company, so does our team.

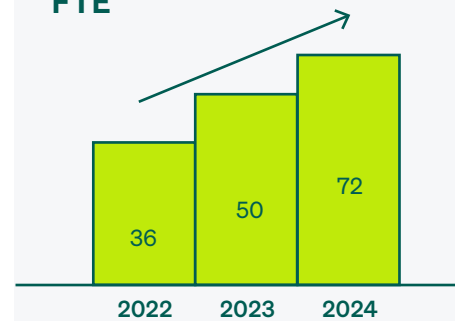
Gender breakdown²⁶



Benchmarks

- NL Avg 2023, Total workforce: 47.3% female [↗](#)
- EU Avg, women in corporate boards: 34% [↗](#)
- US Avg 2023, Total workforce: 45.7% female [↗](#)
- EU Target²⁷, underrepresented sex: 40% [↗](#)

FTE



Our team²⁸ is growing in line with our growth to become a SAF major. In 2024, we added 22 full-time roles.

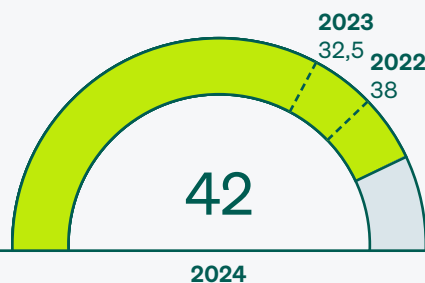
Nationalities



Our employees come from all over the globe and represent 17 different nationalities²⁹.

Annual People Survey

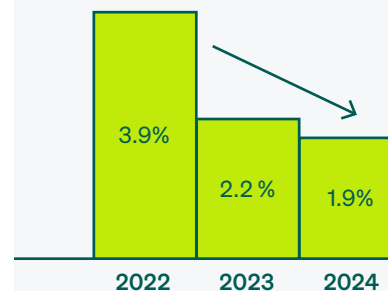
Net promotor score



We conduct an annual SkyNRG People Survey to collect feedback on the employee experience and measure employee engagement by using eNPS.

The 2024 People Survey showed an eNPS of +42 with a participation rate of 75%, indicating a strongly engaged team³⁰.

Voluntary Turnover³¹



We believe that our low turnover is another indicator of positive employee experience and high engagement of our team.

²⁶ This excludes contractors (ZZP) and interns. ²⁷ In the EU, the Gender Balance on Corporate Boards Directive entered into application at the end of 2024 and sets a target for EU large listed companies of 40% of the underrepresented sex among their non-executive directors and 33% among all directors. ²⁸ Excludes contractors (ZZP) and interns ²⁹ Including contractors (ZZP). ³⁰ Employee Net Promotor Score is calculated as eNPS = % promoters (score 9-10) - % criticasters (score 1-6) ³¹ Voluntary turnover on a % FTE basis.

Fostering a Healthy Work Environment

SkyNRG believes a healthy work environment is key to doing meaningful, impactful work. That’s why we offer benefits that support personal growth, flexibility, and well-being—so our team can thrive both professionally and personally.

Sabbatical

Employees can take a 2-month sabbatical after working at SkyNRG for two years. Our Supply Operations Team Manager Renco took a sabbatical in winter 2023/2024 to go bikepacking through New Zealand with his girlfriend.



“ Being offline for a few months in such stunning natural landscapes with only your bike to get around, really makes you forget about the rushed life back home.”

Renco

Parental Leave

Within the Netherlands we want partners to be able to spend more time with their family during the first 6 months without dropping too much in salary. Therefore, in addition to the regular partner leave, partners also have the right to 5 weeks paid leave as additional birth leave.



“ Becoming a parent is life changing. I got to spend the first 6 weeks of my newborn’s life with my family, which was an awesome experience for which I’m very grateful. I was supported in this by the additional parental leave offered by SkyNRG.”

Tijmen

Education Budget

At SkyNRG we receive a Personal Growth Budget which allows employees to develop skills that support their career goals and the goals of the company.



“ I love that SkyNRG supports my learning and growth as a copywriter with the education budget I receive. Through this, I was able to purchase a membership to Word Tonic, an online writing community that offers workshops from big industry names tailored to Gen-Z copywriters.”

Helena

Buddy Program

We have a buddy program which matches two people from different business units, professional background, or phases in their career and provides a budget for buddies to do fun activities of their choice twice a year.



“ The buddy program is a playful way to get to know your colleagues outside of the working environment. You and your buddy are free to choose the activity. With my previous buddies I went mountain biking, indoor climbing, playing pool and axe throwing. It is a great initiative and helps contribute to the SkyNRG team spirit.”

Chris

Company Gatherings + Crazy 88

Company gatherings are an important part of our culture at SkyNRG. We regularly meet for Friday drinks, as well as some bigger moments throughout the year like our summer and winter parties.

Our annual summer party comprises of a company activity and dinner. Last summer, the activity was called the Crazy 88 Challenge. Each team received the same 88 challenges that they had to complete throughout Amsterdam. Some highlights included jumping into the Amstel River, eating a herring the “Dutch way”, and playing “floor is lava” with strangers.



Bike Lease

Cycling is much more sustainable than other modes of transport, which is why we encourage cycling to work through our Bike Lease Plan.

“ I'm really happy with the bike scheme benefit. With the company's support, my decision to get an e-bike was made easy, which is a big help with my long commute to work each day.”

Kasper



“ Activities like Crazy 88 give a glimpse into the social and working environment at SkyNRG.”

Dusita

Sustainable Travel



Sustainable private travel

Employees receive an extra 2 paid holiday days if they take the **train** instead of a plane for their private holidays.



SAF private travel

Our employees can buy up to **6 tCO₂e** in GHG reductions from SAF for their private air travel for themselves and friends and family who joined on their trip.



Staycation

Employees receive an extra 2 paid journey days if they spend a long holiday close to **home**, as this has lower GHG emissions.

Employee Wellbeing



Fair compensation

Every two years we perform a salary benchmark assessment to ensure fair and competitive **salaries** and also assess gender and age equity.



Employee Participation Plan

Every team member is invited to invest up to half of their annual bonus into SkyNRG. This allows employees to personally invest in the company and receive financial benefits when the company grows in value. In 2024, **40%** of our team members participated, which attests to the fact that our employees believe the company will succeed in becoming a SAF major.



Wellbeing Week

In 2024, we held our first **Wellbeing Week**, focused on the physical, mental, and financial wellbeing of our employees. Many activities were organized throughout the week, from a session on our pension plan and financial planning, yoga, chair massages, daily walks, a Planetary Health Diet workshop, swimming, and cycling.

Civic Engagement



Green Friday

We partnered with fellow B Corps to pick up litter in Amsterdam on Green Friday, an alternative to Black Friday. We also donated to the Plastic Fischer project which removes plastic from the Ganges in India.



Philanthropy donations

Our Philanthropy team chose two focus charities in 2024, thinking both locally and globally. We donated to the Thai Child Development Foundation, a charity that provides access to healthcare, education, life skills training and sustainability opportunities to underprivileged and disabled children in Thailand and De Gezonde Stad, which aims to make Amsterdam a healthier and more sustainable city through impactful projects and events.

B Corp volunteer day

We swapped our laptops for gardening tools to celebrate B Corp Month as a team by volunteering at a local playground for kids in Amsterdam, “t Landje”.



Pride

SkyNRG had a front row seat at the Amsterdam Pride Parade in our electric company boat. Pride is an important way to celebrate the queer community in our city and our company.



DE&I Strategy



Based on the results of the Self Identification Survey sent to all employees in early 2024 and input of the DE&I Employee Resource Group (ERG), we defined **two DE&I focus areas** for 2025. By working on these focus areas, we aim to build an environment where everyone feels comfortable to share their view and feels safe, seen, and connected.

→ Equity in SkyNRG’s way of working

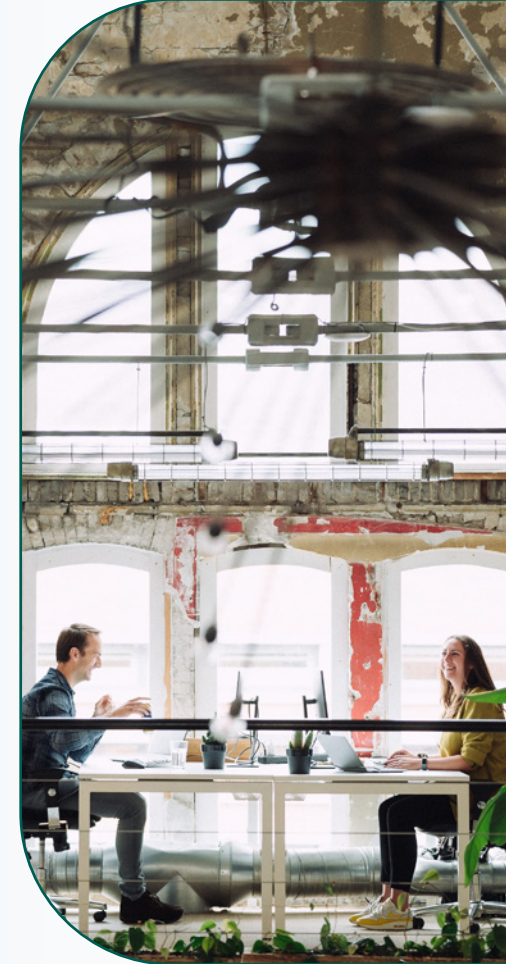
Goal: To create a fair environment where systemic barriers are addressed, and policies and practices promote equity for all.

- **Objective 1:** Policy and structural review
- **Objective 2:** Equitable pay and promotion practices
- **Objective 3:** Inclusive decision-making

→ Promoting and fostering a diverse and inclusive workforce

Goal: To actively recruit, retain, and support a workforce that reflects the diversity of the communities we serve.

- **Objective 1:** Diverse talent pipeline development
- **Objective 2:** Advancement of underrepresented groups (first focusing on race and gender)
- **Objective 3:** Inclusive workplace culture



Workshops

As part of the DE&I strategy, the following workshops were held in 2024:

- **Inclusive Leadership**
- **General DE&I Awareness**
- **DE&I Strategy Development**



ANNEX

Annex 1 – GHG Emissions

Scope	Category/Activity	GHG emissions (tCO ₂ e)
1	Refrigerants	0.28
2	Purchased heat - natural gas	11
2	Purchased electricity – location based	8
2	Purchased electricity – market based	0.22
3	1. Purchased Goods and Services	6379
3	3. Fuel and energy related services	4
3	4. Upstream transportation and distribution	1334
3	5. Waste generated in operations	1
3	6. Business travel	131
3	Air travel	121
3	Purchased SAF Claims	-121
3	7. Employee commuting	16
3	11. Use of Sold Products	0
-	Biogenic emissions	48006

Annex 2 – Energy Consumption

Metric	Office	Value	Unit
Total electricity consumed	Amsterdam	22.92	MWh
Total electricity consumed	Bend, Oregon	4.74	MWh
Renewable electricity purchased	Amsterdam	15.16	MWh
Renewable electricity purchased	Bend, Oregon	4.74	MWh
Solar electricity produced*	Amsterdam	14.01	MWh
Solar electricity back to grid	Amsterdam	6.25	MWh
Solar electricity consumed*	Amsterdam	7.76	MWh
Natural gas consumed	Amsterdam	120.17	GJ
Natural gas consumed	Bend, Oregon	64.61	GJ

*As the servers did not record any data in 2024, this was estimated based on 2023 production

Annex 3 – Energy Intensity

Metric	Office	Value	Unit
Electricity intensity	Amsterdam	35.99	kWh/m ²
Electricity intensity	Bend, Oregon	23.09	kWh/m ²
Natural gas intensity	Amsterdam	0.19	GJ/m ²
Natural gas intensity	Bend, Oregon	0.31	GJ/m ²

Acknowledgements

This report is the result of collaboration across all areas of SkyNRG and we want to thank all of those who have contributed to creating it.

Responsibility for the content

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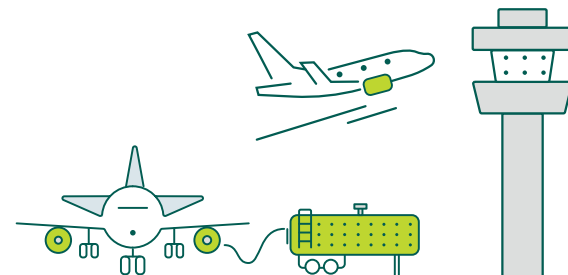
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To find out more,
visit [skynrg.com](https://www.skynrg.com)



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