

Progress report CO₂-emission reduction ICT Group N.V.

H1-2019

ICT Netherlands B.V.			
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Author(s)	P.P. Lamers, M. Vrisekoop	Status	Final
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1 Introduction

ICT Group profile

ICT Group N.V. (hereafter: "ICT") is a leading industrial technology solutions and services providers offering high quality technological solutions in the information and communication technology areas within various functional domains, especially within Automotive, Logistics, Machine & Systems, Industrial Automation, Energy and Healthcare. ICT is active within the Netherlands, Belgium, France, Bulgaria, Sweden and the United States.

The ICT solutions offered to clients involve software development, solutions on project basis, the secondment of experienced and highly educated staff as well as services to maintain IT systems.

Corporate social responsibility

For ICT sustainability is a natural and inevitable part of our daily work. In our day-to-day business we pay attention to the sustainable use of energy and materials. We separately collect our waste, and products we use are recycled as much as possible. Within ICT mobility has a very important share in the total CO₂ emissions. Therefore, ICT has started initiatives to make it possible to drive electric. Also, charging stations are or will be placed at the offices to extend the possibility electric driving and promote this.

Furthermore, within our Energy unit we touch on corporate social responsibility cases in our day-to-day business as the Energy unit is servicing energy management systems from an IT perspective.

Active sustainability policy

Related to corporate social responsibility ICT is executing an active sustainability policy. Part of this is the participation in the 'SKAO CO₂-Prestatieladder'.

1.1 Responsible

For the sustainability policies the end responsibility is by the Chief Financial Officer (CFO) of ICT Group N.V.

1.2 Historical base year

Based on ICT's energy management program the CO₂ Footprint is calculated at least twice a year. The reduction measures are part of the energy management program and described in the reduction plan 2017-2020.

On a semi-annual basis the progress of implementing the reduction measures relative to the reduction targets is reported. The main focus in this report is with the CO₂ reduction measures. The CO₂ footprint is part of this rapport. ICT Group N.V. is currently certified for level 4 of the CO₂ performance ladder with as base year 2016. The period in which the CO₂ reduction measures must be realised is 2017 to 2020.

1.3 Organizational Boundary

In paragraph 6.3 of the 'CO₂-Prestatieladder' manual is recorded that the organizational boundary should be chosen as such that no C-providers are amongst the A-providers. ICT has chosen for the 'control approach'. Under the control approach, a company accounts for 100 percent of the GHG emissions from operations over which it has control. It does not account for GHG emissions from operations in which it owns an interest but has no control. Control can be defined in either financial or operational terms. When using the control approach to consolidate GHG emissions, companies shall choose between either the operational or financial control criteria which are defined below:

Financial control. The company has financial control over the operation if the form has the ability to direct the financial and operating policies of the latter with a view to gaining economic benefits from its activities.

Operational control. A company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.

For a detailed description of the organizational boundary of ICT Group N.V. see the document 'Organisational boundary 2018'.

1.4 Exclusions and verification

In paragraph 7.3 of NEN ISO 14064-1 a number of aspects are recorded which are irrelevant for ICT and therefore excluded. This applies to the following aspects:

Ref	Aspect	Explanation
f	a description of how CO ₂ emissions from the combustion of biomass are treated in the GHG inventory (4.2.2)	Biomass is irrelevant within ICT.
g	if quantified, GHG removals, quantified in tonnes of CO ₂ (4.2.2)	This is not relevant for ICT.
h	explanation for the exclusion of any GHG sources or sinks from the quantification (4.3.1)	This is not relevant for ICT.
k	explanation of any change to the base year or other historical GHG data, and any recalculation of the base.	This is not relevant, because 2016 is the base year.
m	explanation of any change to quantification methodologies previously used (4.3.3)	This is not relevant, because 2016 is the base year.
n	Reference to, or documentation of GHG emissions or removal factors used (4.3.5)	This is not relevant for ICT.

All other requirements with respect to ISO 14064-1 are included in this rapport and all data is verified by the responsible CO₂ manager.

1.5 References

Ref.	Date	Version	Description
1	14-08-2018	3.0	ICT Group N.V. - Organizational Boundary 2018
2	26-07-2018	3.4	ICT Group N.V. - CO ₂ reduction plan 2017-2020

1.6 Changes in 2019 compared to 2018

Scope

On 23 January 2019 ICT completed the acquisition of Additude. On 27 March 2019 ICT completed the purchase of 65% of the shares of BNV Mobility, one of the leading Smart Mobility Services firms in the Netherlands with a software MaaS solution. The remaining 35% shares have been acquired in July 2019. In June 2019 ICT signed a letter of intent to acquire 100% of the shares of Proficium, a fast growing company delivering consultancy services and secondment in the Public Infrastructure market. Raster Products B.V. has been divested.

Furthermore, as agreed at the time of acquisition, ICT purchased the remaining 49% of the shares in BMA in June 2019. Following the acquisition of BMA as a whole, the various health activities within the ICT group will be integrated into one Healthcare Technology unit by the end of this year.

To further increase its nearshoring position in Bulgaria, ICT recently acquired Kodar, a start-up closely collaborating with the University of Plovdiv, thereby expanding its access to technical talents in the second largest city of Bulgaria.

InTraffic has a CO₂-Performance ladder certificate on level 5 and continues to report separately from ICT.

1.7 Changes based on version 3.0 CO₂ performance ladder manual

As following from the introduction of the new conversion factors for the year 2015 and business travel with public transport in 2016 the CO₂ emissions are calculated again retrospectively as from the base year 2011 with respect to ICT Automatisering Nederland B.V.

The conversion factors which are currently applicable are recorded in the Exsion consolidation tool in which all ICT Group N.V. entities has to report their energy consumption with respect to scope 1, scope 2 and scope 3 (currently, only commuting travel) CO₂ emissions.

1.8 Footprint development H1-2019 vs H1-2018

Scope	CO2 emission (ton) Q2-2019 YTD	CO2 emission (ton) Q2-2018 YTD	Diff. % CO ₂ emission Q2-2019 YTD vs. Q2-2018 YTD	Q2-2019 YTD % of total CO ₂ Footprint	Q2-2018 YTD % of total CO ₂ Footprint	Diff. % of total CO ₂ Footprint - Q2-2019 YTD vs. Q2-2018 YTD	CO ₂ in ton per FTE Q2-2019 YTD	CO ₂ in ton per FTE Q2-2018 YTD	Diff. % CO ₂ in ton per FTE - Q2-2019 YTD vs. Q2-2018 YTD
Scope 1, Lease cars	1.720,16	1.752,52	-1,8%	72,6%	73,4%	-0,8%	1,530	1,711	-10,6%
Scope 1, Gas	104,68	80,38	30,2%	4,4%	3,4%	1,1%	0,093	0,078	18,6%
Scope 1, Total	1.824,84	1.832,90	-0,4%	77,0%	76,7%	0,2%	1,624	1,790	-9,3%
Scope 2, Electricity and e-mobility	-	-	0,0%	0,0%	0,0%	0,0%	-	-	0,0%
Scope 2, Electricity	-	-	0,0%	0,0%	0,0%	0,0%	-	-	0,0%
Scope 2, Private cars	273,93	221,17	23,9%	11,6%	9,3%	2,3%	0,244	0,216	12,8%
Scope 2, WKO heating	48,65	48,64	0,0%	2,1%	2,0%	0,0%	0,043	0,048	-8,9%
Scope 2, Business flights	218,90	281,65	-22,3%	9,2%	11,8%	-2,6%	0,195	0,275	-29,2%
Scope 2, Public transport	4,32	3,91	10,5%	0,2%	0,2%	0,0%	0,004	0,004	0,6%
Scope 2, Total	545,79	555,37	-1,7%	23,0%	23,3%	-0,2%	0,486	0,542	-10,5%
Total CO2 Footprint	2.370,63	2.388,27	-0,7%	100,0%	100,0%	0,0%	2,109	2,332	-9,6%

Historic CO₂ emissions

ICT Automatisering Nederland B.V.

Year	2011	2012	2013	2014	2015	2016	2017
CO ₂ emission H1	1.992	1.913	1.825	1.890	1.670	1.697	-
CO ₂ emission H2	1.992	1.899	1.889	1.846	1.720	1.852	-
CO ₂ -emission total	3.984	3.813	3.714	3.737	3.391	3.548	3.738

ICT Group N.V.

Year	2016	2017	2018	2019
CO ₂ emission H1	-	-	2.398	2.371
CO ₂ emission H2	-	-	2.419	(n.a.)
CO ₂ -emission total	4.220	4.579	4.817	2.371

In all CO₂ emission calculations the CO₂ emissions are based on version 3.0 of the performance ladder manual and the related conversions.

2 Reduction measures 2017-2020

For the period 2017-2020 the following reduction measures are recorded on ICT Group N.V. level. The reduction measures per subsidiary are recorded in the reduction measures plan 2017-2020.

Nr.	Name	Disclosure	Execution	Execution period	Payback period in years	Measurement type	Status
1 Buildings	Reduce installed power indoor lighting – conventional lightning	On a natural moment – e.g. defect lightning – replace conventional lightning (TL8) by energy efficient lamps TL5 (with adapter)	When lamps should be replaced they must be replaced by TL5 lamps.	2017-2020	< 5 years	Policy measure	Running
2 Buildings	Reduce installed power indoor lightning – HF TL to LED (day/night and presence sensors)	On a natural moment – by refurbishment or a new building – placement of the most energy efficient lamps and fittings (LED). Also investigate if sensors (day/light and/or presence) can be placed	Investigate/install LED (incl. sensors) in case of new buildings or refurbishments.	2017-2020	< 5 years	Policy measure	Running
3 Buildings	Optimise climate installation (warming and cooling)	Optimise climate installations. Every five-year an investigation must be performed to conclude whether a climate installation is well tuned. In first place the turn on/off or ventilations (outside work time) and the shutdown of ventilations	For every office we have to investigate if the climate installation should be optimised.	2017-2018	< 5 years	Policy measure	Running
4 Buildings	Continuous stimulation of change in behaviour via continuous campaigns and communication	We have to create awareness by the personnel to prevent that lighting, cooling and ventilations are unnecessary turned on. We have to create this awareness by a continuous campaign to the employees.	Record actions in communication plan. Create awareness during business unit and group meetings	2017-2020	Between 1 and 2 years	Policy measure	Open
5 Buildings	Own energy generation (electricity) – at least 10%	Consider if on natural moments solar panels can be placed to generate own energy	Investigate possibilities for the Deventer location. Afterwards, select solar panel supplier and request government subsidy.	2018	Between 10-15 years	Policy measure	Open
6 Buildings	Registration and monitoring energy consumption – registration of energy consumption data	Monitoring – organise the periodically measurement of energy consumption data of all locations, analyse the results per entity and office and take actions if necessary.	Register and analyse periodically the energy invoices and measurement data with Smart Meters. Make comparisons based on KPI's and take actions based on the actual energy consumption.	2017-2018	Between 10-15 years.	Policy measure	Running
7 Buildings	Purchase green power (guarantees or origin)	If grey power is purchased compensate this with the purchase of guarantees of origin	Grey power is compensated in 2017 on ICT Automatisering Nederland B.V. level. For 2018 we have purchased green power for all ICT Group N.V. offices	Yearly	Negative	Policy measure	Closed for 2017 Running for 2018
8 Building	Optimise setting ventilation	Based on EED it is concluded that it is possible that the ventilation is on during hours in which this is not necessary	We plan that a climate and ventilation optimization investigation will be performed	2017-2018	51,5 years	Policy measure	Running
9 Buildings	Shut down IT equipment if possible	Investigate if (ICT) equipment is turned on during hours/periods in which this is not necessary. For example coffee machines, pc's and monitors	Check per office which equipment is installed and if these can be turned off during hours/periods in which this is not necessary	2017-2020	< 5 years	Policy measure	Open
10 Mobility	Shaping the norm emission of lease cars by a step-by-step basis	The emission for lease cars will be decreased step-by-step to 95 gram/km. This is based on the ANWB list for energy efficient cars.	The emission norm is adjusted on a semi-annual basis. In addition we promote the leasing of electric vehicles and will start a Mobility project with Athlon to investigate which triggers can be used to reduce the use of the (lease) cars.	2017-2020	< 1 year	Policy measure	Running
11 Mobility	Reducing use of lease cars	Reduce number of car kilometres and relative number of lease cars. Stimulate use of public transport, skype meetings etc.	Introduction and promotion use of 1. OV Business card 2. Skype 3. Working at home 4. Carpooling. In addition we promote the leasing of electric vehicles and will start a Mobility project with Athlon to investigate which triggers can be used to reduce the use of the (lease) cars.	2017-2020	< 1 year	Policy measure	Running
12 Mobility	Campaign and activities to stimulate energy-efficient driving	Mobility project to stimulate energy efficient use of various means of transport. In addition electric driving is heavily stimulated and various campaigns for a right tyre tension are started. This to promote energy efficient driving.	The following campaigns has performed or will be performed: 1. Athlon Mobility project. 2. Stimulate electric vehicles. 3. Promote a right tyre tension	2017-2020	< 1 year	Policy measure	Running

2.1 CO2 Reduction projects

Our target on ICT Group N.V. level is CO₂ of reduction of 11% in 2020 compared to 2016. The CO₂ emission equivalent of this reduction percentage is 1.652 ton CO₂. See the table below for the H1-2019 of the reduction activities.

Nr.	Type	Activity	KPI	2018	Unit	2019 target reduction plan	H1-2019 actual	2020 target in % relative to 2016 conform reduction plan
1	Buildings	On a natural moment – e.g. defect lightning – replace conventional lightning (TL8) by energy efficient lamps TL5 (with adapter)	Replace lightning (TL8) by energy efficient lamps TL 5 (with adapter)	1 Office	Percentage	On a natural moment	n/a	n/a
2	Buildings	On a natural moment – by refurbishment or a new building – placement of the most energy efficient lamps and fittings (LED). Also investigate if sensors (day/light and/or presence) can be placed	a. Install LED by every refurbishment or new building	1 Office	GJ	35	n/a	83%
			b. By every change of an ICT office the energy label has to be better than the current office.	1 Office	Label type	n/a	1 office (new Maastricht has energy label A)	100%
3	Buildings	Optimise climate installations. Every five-year an investigation must be performed to conclude whether a climate installation is well tuned. In first place the turn on/off or ventilations (outside work time) and the shutdown of ventilations	Check the climate installations for each office every five years	2-3 offices a year since ICT has 11 offices on a continuous basis (Gorinchem is closed and Apeldoorn will be closed)	Percentage	2-3 offices per year	2 offices (Eindhoven and Oosterhout)	Reached
4	Buildings	We have to create awareness by the personnel to prevent that lighting, cooling and ventilations are unnecessarily turned on. We have to create this awareness by a continuous campaign to the employees.	Regular updates via the progress reports about our electricity consumption per m ²	89 GJ reduction in 2018 (ICT Automatisering B.V offices, Improve and BMA). This is 24.722 kWh. Per m ² this is 2,49 kWh.	kWh/m ²	2,49 kWh reduction per m ²	8,03 kWh increase per m ²	Not reached. Is mainly due to Deventer and Eindhoven office
5	Buildings	Consider if on natural moments solar panels can be placed to generate own energy.	Investigate if for at least one office solar panels can be installed	12 Offices	Number of offices	Investigate for the Barendrecht office if solar panels can be installed	-	Not reached
6	Buildings	Monitoring – organise the periodically measurement of energy consumption data of all locations, analyse the results per entity and office and take actions if necessary.	Number of offices with smart meters	12 Offices	Number of offices	90% offices have smart meters	6 offices have smart meters	50% of the offices, is behind schedule.
7	Buildings	If grey power is purchased compensate this with the purchase of guarantees of origin	Compensate grey electricity	10 Offices + rental houses with grey electricity	Percentage	100% compensation (850,000 kWh)	100% compensation (H1-2018: 725.354 kWh)	Is on schedule

Nr.	Type	Activity	KPI	2018	Unit	2019 target reduction plan	H1-2019 actual	2020 target in % relative to 2016 conform reduction plan
8	Buildings	Optimise setting ventilation. Based on EED it is concluded that it is possible that the ventilation is on during hours in which this is not necessary.	Check the ventilations for each office every five years	2-3 offices a year since ICT has 11 offices on a continuous basis (Gorinchem is closed and Apeldoorn will be closed)	Percentage	2-3 offices per year	2 offices	Reached
9	Buildings	Investigate if (ICT) equipment is turned on during hours/periods in which this is not necessary. For example coffee machines, pc's and monitors	Investigate all ICT offices	11 Offices	Percentage	Purchase of sustainable ICT equipment	PC's and monitors will adequately go into energy efficient stand if the monitors are not used.	Is on schedule
10a	Mobility	The emission for lease cars will be decreased step-by-step to 95 gram/km. This is based on the ANWB list for energy efficient cars.	a. Step-by-step decrease in lease arrangement to 95 gram/km in 2019	92 gram/km	gr/km (CO2)	95	91	Is above schedule
10b	Mobility	Increase the number of full electric cars to a zero-emission lease car park in 2026	b. Number of full electric vehicles	30% of lease car park in 2020	Number	70 (10% lease car park)	32 full electric lease cars	Is on schedule
11a	Mobility	Decreasing the number of car kilometres and relative number of lease cars	a. Decrease relative number of lease cars	Decrease of 2% ratio lease cars vs total number of employees in %	Decrease in %	58% (2017 YTD: 60%)	2% decrease	Is on schedule
			b. Decrease number of car kilometres	Decrease of 5% car kilometres per FTE per year to 20% decrease in 2020 compared to 2016	Decrease in %	(H1-2018: 9760)	1,83% decrease	Is above schedule
11b	Mobility	Introduction public transport cards. Relative number of public transport kilometres vs. lease car kilometres	Increase use of public transport	1% of lease car kilometres in 2017 5% of lease car kilometres in 2020.	Number of kilometres with public transport	400.000 >> 2% number of car kilometres	H1-2019: 159.644 >> 12.2% number of car kilometres	Is above schedule
12	Mobility	Mobility project will be started to investigate incentives who stimulate economic driving and a sustainable transport choice.	gr/km (CO2)	151	gr/km (CO2)	151	163	Is behind schedule
	Scope 1 + Scope 2	Totaal aan CO ₂ -emissie van ICT (gebouwen en vervoer)		4,70	CO2 ton/FTE	4,70 (-/- 7,4% vs base year)	2,27 (-/- 8,1% vs base year) ¹	Reached

¹ CO₂ emission is 2,32 ton per FTE over the period 1 January until 30 June 2018. The emission of 4,65 CO₂ ton is extrapolated for the whole year 2018. Base year CO₂ emission per FTE was 5,07 ton.

3 Disclosure projects

Nr.	Type	Activity	KPI	2019	H1-2019 disclosure
1	Buildings	On a natural moment – e.g. defect lightning – replace conventional lightning (TL8) by energy efficient lamps TL5 (with adapter)	Replace lightning (TL8) by energy efficient lamps TL 5 (with adapter)	1 Office	On a natural moment replace defect lamps by TL5 lamps. In H1-2019 there were no natural moments to place new power indoor lighting.
2	Buildings	On a natural moment – by refurbishment or a new building – placement of the most energy efficient lamps and fittings (LED). Also investigate if sensors (day/light and/or presence) can be placed	a. Install LED by every refurbishment or new building	1 Office	During H1-2019 we did not had a large refurbishment or a new building in which it was needed to place the most energy efficient lamps and fittings. In the Deventer office we had a small refurbishment. The Deventer office already have energy-efficient lamps and fittings.
			b. By every change of an ICT office the energy label has to be better than the current office.	1 Office	
3	Buildings	Optimise climate installations. Every five-year an investigation must be performed to conclude whether a climate installation is well tuned. In first place the turn on/off or ventilations (outside work time) and the shutdown of ventilations	Check the climate installations for each office every five years	2-3 offices a year since ICT has 11 offices on a continuous basis (Gorinchem is closed and Apeldoorn will be closed)	
4	Buildings	We have to create awareness by the personnel to prevent that lighting, cooling and ventilations are unnecessarily turned on. We have to create this awareness by a continuous campaign to the employees.	Regular updates via the progress reports about our electricity consumption per m ²	89 GJ reduction in 2018 (ICT Automatisering B.V offices, Improve and BMA). This is 24.722 kWh. Per m ² this is 2,49 kWh.	
5	Buildings	Consider if on natural moments solar panels can be placed to generate own energy.	Investigate if for at least one office solar panels can be installed	11 Offices	
6	Buildings	Monitoring – organise the periodically measurement of energy consumption data of all locations, analyse the results per entity and office and take actions if necessary.	Number of offices with smart meters	11 Offices	
7	Buildings	If grey power is purchased compensate this with the purchase of guarantees of origin	Compensate grey electricity	9 Offices + rental houses with grey electricity	
8	Buildings	Optimise setting ventilation. Based on EED it is concluded that it is possible that the ventilation is on during hours in which this is not necessary.	Check the ventilations for each office every five years	2-3 offices a year since ICT has 11 offices on a continuous basis (Gorinchem is closed and Apeldoorn will be closed)	

Nr.	Type	Activity	KPI	2019	H1-2019 disclosure
9	Buildings	Investigate if (ICT) equipment is turned on during hours/periods in which this is not necessary. For example coffee machines, pc's and monitors	Investigate all ICT offices	11 Offices	
10a	Mobility	The emission for lease cars will be decreased step-by-step to 95 gram/km. This is based on the ANWB list for energy efficient cars.	a. Step-by-step decrease in lease arrangement to 95 gram/km in 2019	97 gram/km	
10b	Mobility	Increase the number of full electric cars to a zero-emission lease car park in 2026	b. Number of full electric vehicles	30% of lease car park in 2020	
11a	Mobility	Decreasing the number of car kilometres and relative number of lease cars	a. Decrease relative number of lease cars	Decrease of 2% ratio lease cars vs total number of employees in %	
			b. Decrease number of car kilometres	Decrease of 5% car kilometres per FTE per year to 20% decrease in 2020 compared to 2016	
11b	Mobility	Introduction public transport cards. Relative number of public transport kilometres vs. lease car kilometres	Increase use of public transport	1% of lease car kilometres in 2017 5% of lease car kilometres in 2020.	
12	Mobility	Mobility project will be started to investigate incentives who stimulate economic driving and a sustainable transport choice.	gr/km (CO2)	151	163

4 CO₂ emission footprint ICT Group N.V.

In August 2019 the CO₂ Footprint over H1-2019 is determined. This CO₂ footprint is compared to H1 of the previous year.

Direct and indirect CO ₂ -emissions (ton CO ₂)	H1-2019	H1-2018	Increase / decrease in %
Scope 1	1.825	1.833	-0,44%
Scope 2	546	555	-1,62%
Total	2.371	2.388	-0,71%
Average number of total FTE	1046	1024	2,15%
Total emission per FTE	2,27	2,33	-2,80%

Buildings related emissions (ton CO ₂)	H1-2019	H1-2018	Increase / decrease in %
Electricity	-	-	-
Heating + WKO	153	129	18,60%
Total	153	129	18,60%

Buildings related kWh	H1-2019	H1-2018	Increase / decrease in %
Number kWh (before the purchase of green power)	493.162	469.437	5,05%
Number m ²	15.239	13.712	11,14%
Number kWh per m ² (before the purchase of green power)	47,16	34,24	37,75%
Number kWh per FTE (before the purchase of green power)	471,47	458,43	2,84%

Mobility related emissions (ton CO ₂)	H1-2019	H1-2018	Increase / decrease in %
Lease cars	1.720	1.752	-1,83%
Electric vehicles (EV) (after purchase of green power)	-	-	-
Business travel with private cars	274	221	23,98%
Public transport	4,3	3,9	10,26%
Business flights	219	282	-22,34%
Total	2.217	2.259	-1,84%
Number of electric vehicles	32	12	166,67%
Public transport kilometers	159.644	60.645	163,24%

Norm and actual emission lease cars in gr/km	H1-2019	H1-2018	Increase / decrease in %
Average emission lease cars (norm consumption) (TTW)	91	92	-1,09%
Average emission lease cars (actual consumption) (WTW)	164	163	0,61%

Number kWh electric driving	H1-2019	H1-2018	Increase / decrease in %
Number kWh electric driving	27.034	17.265	56,58%

5 Results and conclusions

5.1 Results

CO₂ emission per FTE:

The relative CO₂ emission per FTE has decreased with 2,8%. The decrease of the relative CO₂ emission per FTE is mainly due to the decrease in CO₂ emissions related to electricity and gas and a stable CO₂ emission per FTE related to lease cars which are compensating increased CO₂ emissions related to business flights and private cars.

Mobility:

The lease car related CO₂ emissions have decreased with 1,8% compared to the 2018. This decrease is mainly due to the usage of more electric lease cars instead of diesel or gasoline cars; this whilst having more FTE.

With regard to new norm emissions ICT, it is visible that the actual emission in grams has increased from 163 gram/km to 164 gram/km, an increase of 0,61%. This increase is less than the average increase of the CO₂ norms being respectively 8,3% for diesel and 5,1% for gasoline.

Another trend is that the number of business flights has decreased in 2019 compared to 2018 which results in lower CO₂ emission. This is due to the promotion to only fly with energy-efficient airlines.

Buildings:

The building related CO₂ emissions has increased with 18,60%.

5.2 Conclusion

The absolute CO₂ emissions has decreased with 0,71% due to several measures taken, like e.g. promoting electric cars and flying with energy efficient airlines, even with more employees as in 2018.

The CO₂ emissions per FTE has decreased further with 2,27%. This reduction is above the CO₂ reduction target of 2% CO₂ emission per FTE over 2019. The absolute CO₂ emission per FTE of 2,27 ton over 2019 is below the targeted CO₂ emission per FTE of 4,70 ton.

Currently no extra reduction measures are needed to reach the CO₂ emission reduction targets over the years 2017-2020 based on the CO₂ emissions developments over the 2018. However on sub-targets we have to execute and/or enhance the execution of the reduction measures as the absolute CO₂ emission per FTE is close to the targeted CO₂ emission per FTE, the increase of the number of electric cars is not fast enough and we have to promote public transport.

Mobility

The CO₂ emissions on lease cars per FTE has slightly decreased. This is due to the following reasons:

- no new norm emissions were available due to the new European CO₂ tests which resulted in the same lease car policy from a sustainability point of view. This resulted into a stable lease car related CO₂ emissions.
- the number of full electric cars has increased
- the lease mix has changed from less diesel cars to more gasoline cars.

During 2019 the promotion of electric driving continued and a new mobility arrangement is discussed internally targeting a more sustainable mobility arrangement.

The CO₂ emissions related to business flights have decreased significantly (22,3%). This is mainly due to business choices made to promote energy-efficient flying, by using a list with energy-efficient flight companies.

Buildings

The building related absolute CO₂ emissions have increased with 18,60%.

Begin 2019 we have investigated the climate installations of the Oosterhout and Eindhoven offices. This to reduce the electricity and gas consumption. Furthermore, we will actively follow up on the project to install smart meters in all offices, read these smart meters to acknowledge energy consumptions trend and take actions where needed.

6 Authorization

Initials

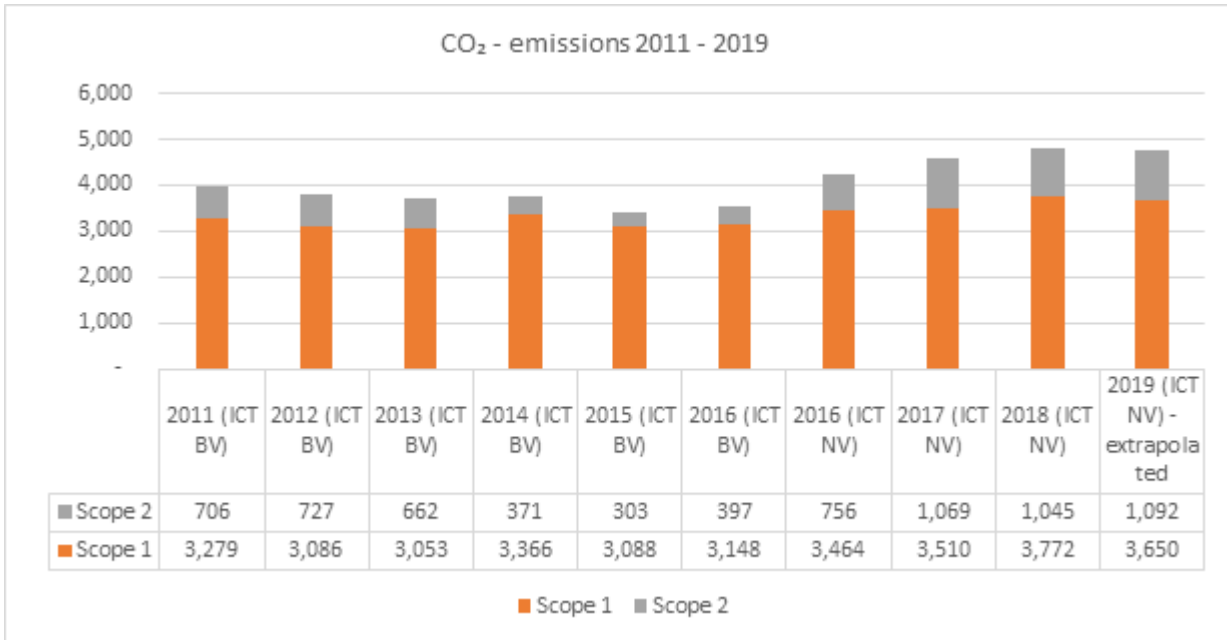
Date

Peter Lamers – Sustainability Officer ICT Group
N.V.

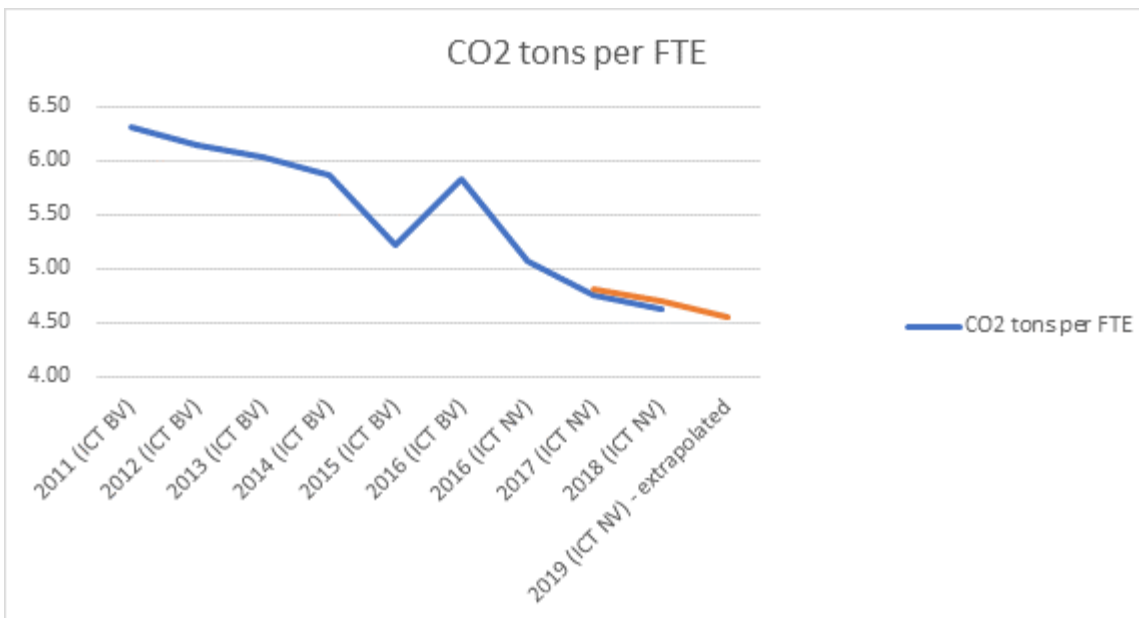
Jan Willem Wienbelt – Chief Financial Officer ICT
Group N.V.

Appendix A – Various insights in CO₂ emission developments

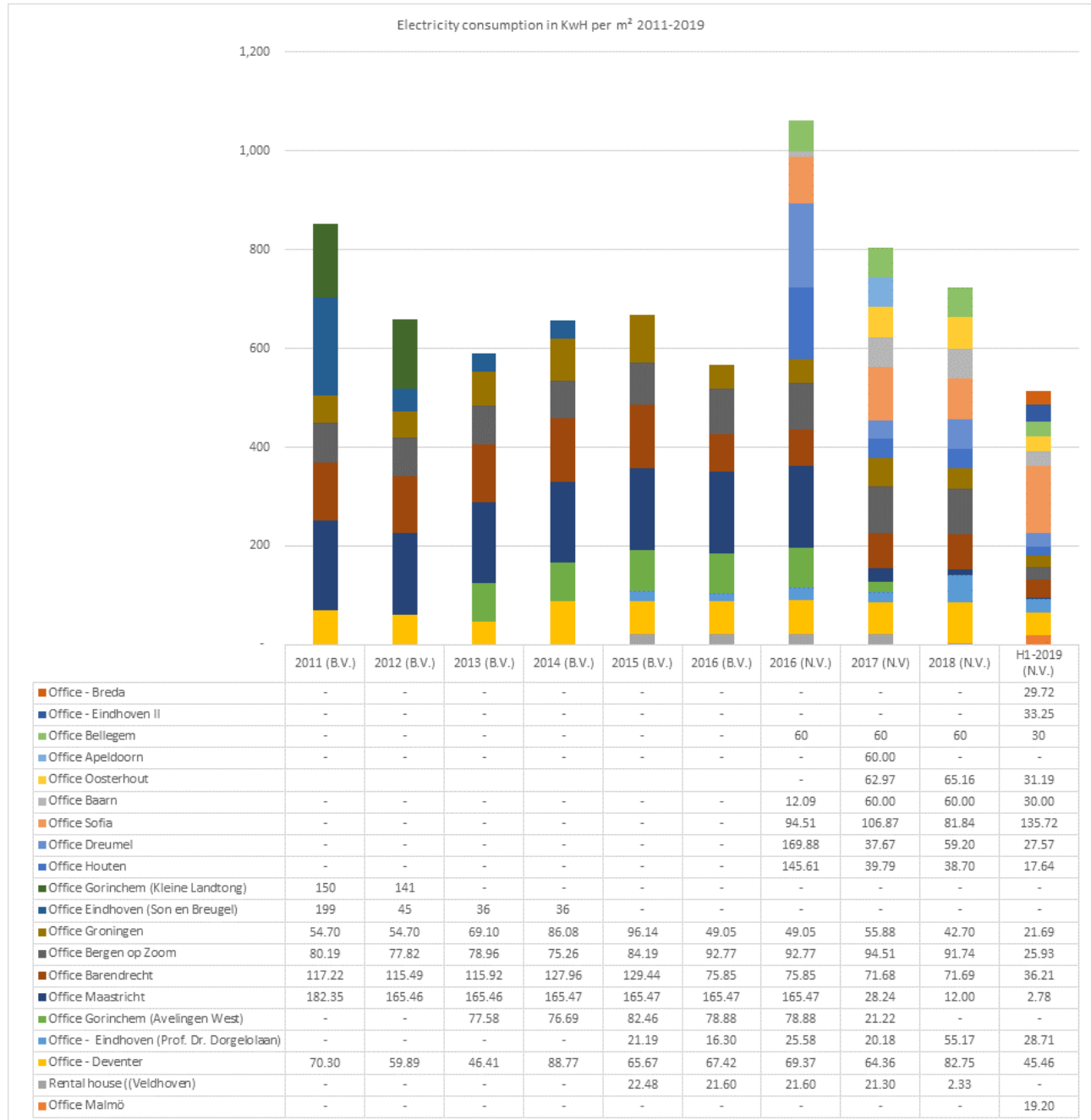
CO₂ emissions



CO₂ tons per FTE



kWh per m²



Lease cars CO₂ gr/km (Athlon)

