



## **CO<sub>2</sub> Footprint 2019 – ICT Group N.V.**



## History

Version	Date	Author	Description
0.1	17-04-2020	Peter Lamers	Initial version on ICT Group NV level
0.2	29-04-2020	Peter Lamers	Internal review comments processed
1.0	16-06-2020	Peter Lamers	Update after footprint verification

## References

Ref	Version	Date	Author	Description
1	2.2	14-08-2018	Mark van Eesteren	Organizational Boundary 2018
2	3.4	18-05-2018	Mark van Eesteren	CO <sub>2</sub> Reduction plan 2017-2020 – ICT Group N.V.



## Summary

Table 1 Direct (scope 1) and indirect (scope 2) CO<sub>2</sub>-emissions of ICT Group N.V. in the reference year 2019.

CO <sub>2</sub> -emissions	ton CO <sub>2</sub>	ton CO <sub>2</sub> /FTE
Direct emissions (scope 1)	3.526,13	2,88
Indirect emissions (scope 2)	997,58	0,82
<b>Total emissions</b>	<b>4.523,71</b>	<b>3,70</b>

The mobility CO<sub>2</sub> emissions are the largest part of the scope 1 and scope 2 CO<sub>2</sub>-Footprint 2019.

Table 2 Total CO<sub>2</sub>-emissions ICT Group N.V. 2019.

<b>Building related emissions</b>	<b>Scope</b>	<b>ton CO<sub>2</sub></b>	<b>% CO<sub>2</sub>-footprint</b>	<b>ton CO<sub>2</sub>/FTE</b>
Electricity	2	-	0,0%	-
Heating (incl. WKO heating)	1&2	218,49	4,8%	0,18
<b>Total building related emissions</b>	<b>1&amp;2</b>	<b>218,49</b>	<b>4,8%</b>	<b>0,18</b>
<b>Mobility emissions</b>	<b>Scope</b>	<b>ton CO<sub>2</sub></b>	<b>% CO<sub>2</sub>-footprint</b>	<b>ton CO<sub>2</sub>/FTE</b>
Lease cars + e-mobility	1&2	3.337,32	73,8%	2,73
Private cars of employees	2	484,71	10,7%	0,40
Business travel - flights	2	471,10	10,4%	0,38
Public transport	2	12,08	0,3%	0,01
<b>Total mobility emissions</b>	<b>1&amp;2</b>	<b>4.305,21</b>	<b>95,2%</b>	<b>3,52</b>



<b>1 Introduction</b> .....	<b>5</b>
<b>2 Organization and operational boundaries</b> .....	<b>6</b>
2.1 Organizational Boundary .....	6
2.2 Operational Boundary .....	8
<b>3 Exclusions and verification</b> .....	<b>10</b>
<b>4 Responsible employees</b> .....	<b>11</b>
<b>5 Reporting period and base year</b> .....	<b>12</b>
<b>6 Methodology and uncertainties</b> .....	<b>13</b>
6.1 Data collection .....	13
6.1.1 Electricity .....	13
6.1.2 Natural gas .....	13
6.1.3 WKO heating .....	13
6.1.4 Lease cars .....	13
6.1.5 Private cars - employees .....	13
6.1.6 e-Mobility .....	13
6.1.7 Business flights .....	13
6.1.8 Public Transport .....	13
6.2 Emission factors .....	13
6.3 Uncertainties .....	14
<b>7 Emissions</b> .....	<b>15</b>
7.1 Total emission results .....	15
7.2 Split scope 1 and 2 emissions .....	15
7.3 Split buildings and mobility .....	15
<b>8 Conclusion</b> .....	<b>17</b>
<b>9 Authorisation</b> .....	<b>18</b>
<b>10 Attachment 1: Data collection 2019</b> .....	<b>19</b>
<b>11 Attachment 2: Data collection and disclosure 2019</b> .....	<b>21</b>



## 1 Introduction

### ***ICT Group profile***

ICT Group N.V. (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 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 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 is very important. Therefore, ICT has started an initiative 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.

### ***Active sustainability policy***

Related to corporate social responsibility ICT is executing an active sustainability policy. Part of this is the participation in the 'CO<sub>2</sub>-prestatieladder'.

### ***CO<sub>2</sub>-Footprint***

In this document the CO<sub>2</sub>-Footprint of ICT Group is documented based on paragraph 7.3 of the NEN ISO14064-1, the GHG protocol and the 'CO<sub>2</sub>-prestatieladder' manual version 3.0 of 10 June 2015.



## 2 Organization and operational boundaries

In this chapter an overview of the organization and operational boundaries related to the CO<sub>2</sub>-Footprint of ICT are recorded.

### 2.1 Organizational Boundary

In paragraph 6.3 of the 'CO<sub>2</sub>-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.

If the criterion 'financial control' is chosen to determine control, emissions from joint ventures where partners have joint financial control are accounted for based on the equity share approach. With respect to the subsidiaries of ICT Group N.V. there is no difference between financial control and operational control. If a subsidiary is financially controlled there is also operational control. Based on the organizational chart of ICT Group N.V. in appendix A we have defined over which companies' ICT Group N.V. has financial control and for which percentage the GHG emissions must be accounted for. As InTraffic B.V. has his own CO<sub>2</sub> performance ladder certificate on level 5. Based on the AC-analysis ICT Group N.V. is not obliged to record InTraffic B.V. as part of the organizational boundary.

Group Companies	Notes	Physical office locations and rental houses in 2019	Ownership percentage	Financial control?	Accounting for GHG emissions per GHG protocol corporate standard
ICT Netherlands B.V. (formerly: ICT Automatisering B.V.)	n/a	Barendrecht, Eindhoven, Bergen op Zoom, Deventer, Groningen, Maastricht and Oosterhout	100%	Yes	100% of GHG emissions
Improve Quality Services B.V.	n/a	Eindhoven, Baarn	100%	Yes	100% of GHG emissions
ICT Nearshoring B.V.	n/a	n/a	100%	Yes	n/a, no GHG emissions
Strypes EOOD Ltd.	n/a	Sofia (Bulgaria)	100%	Yes	100% of GHG emissions
Strypes Nearshoring Ltd.	n/a	Sofia (Bulgaria)	100%	Yes	n/a, no GHG emissions
Raster Beheer B.V.	4, 6	Dreumel	100%	Yes	100% of GHG emissions
Raster Industriële Automatisering B.V.	6	Dreumel	100%	Yes	100% of GHG emissions
Raster Products B.V. (till 30 April 2019)	1	Dreumel	100%	Yes	100% of GHG emissions
ICT Belgium BV (formerly: ICT Belgium BVBA)	n/a	n/a	100%	Yes	n/a, no GHG emissions
ICT Germany GmbH (formerly: Raster Industrielle Automatisierung GmbH)	n/a	n/a	100%	Yes	n/a, no GHG emissions
ICT Healthcare Technology Solutions B.V.	2	Houten	51%	Yes	100% of GHG emissions



Group Companies	Notes	Physical office locations and rental houses in 2019	Ownership percentage	Financial control?	Accounting for GHG emissions per GHG protocol corporate standard
(formerly: Buro Medische Automatisering B.V.)					
BMA Belux BVBA	2	Bellegem	51%	Yes	100% of GHG emissions
BMA France SAS	2	n/a	51%	Yes	n/a, no GHG emissions
BMA Telenatal B.V.	2	Houten	26,01%	No	0% of GHG emissions
OrangeNXT B.V.	n/a	Eindhoven II	100%	Yes	100% of GHG emissions
NedMobiel B.V.	n/a	Breda	100%	Yes	100% of GHG emissions
InTraffic B.V.	n/a	Nieuwegein	100%	No	0% of GHG emissions (see organisation boundary 2018 for reasoning)
ICT Motar B.V.	n/a	Barendrecht	50.1%	Yes	100% of GHG emissions
CIS Solutions GmbH	n/a	Ismaning (Germany)	66%	Yes	100% of GHG emissions
ICT Participations B.V.	n/a	Barendrecht	100%	Yes	100% of GHG emissions
Additude AB	3, 9	Malmö (Sweden)	70.55%	Yes	100% of GHG emissions
Additude Excellence AB	3, 9	Malmö (Sweden)	70.55%	Yes	100% of GHG emissions
Additude Innovation AB	3, 9	Malmö (Sweden)	70.55%	Yes	100% of GHG emissions
Additude Industry AB	3, 9	Malmö (Sweden)	70.55%	Yes	100% of GHG emissions
Additude B.V.	3	Barendrecht	70.55%	Yes	100% of GHG emissions
New Mobility Ventures B.V.	4, 7	Breda II	100%	Yes	100% of GHG emissions
BNV Mobility B.V.	4, 7	Breda II	100%	Yes	100% of GHG emissions
Kodar Ltd.	5	Plovdiv (Bulgaria)	100%	Yes	100% of GHG emissions
Proficium B.V.	10	Breukelen	100%	Yes	100% of GHG emissions
Proficium OVK B.V.	10	Breukelen	100%	Yes	100% of GHG emissions

Associates	Notes	Physical office locations and rental houses in 2019	Ownership percentage	Financial control?	Accounting for GHG emissions per GHG protocol corporate standard
LogicNets Inc.	n/a	Washington D.C. (USA)	20%	No	0% of GHG emissions
Greenflux Assets B.V.	n/a	Amsterdam	14.67%	No	0% of GHG emissions
SpringRivet Holding B.V.	8	Amsterdam	20%	No	0% of GHG emissions

#### Notes

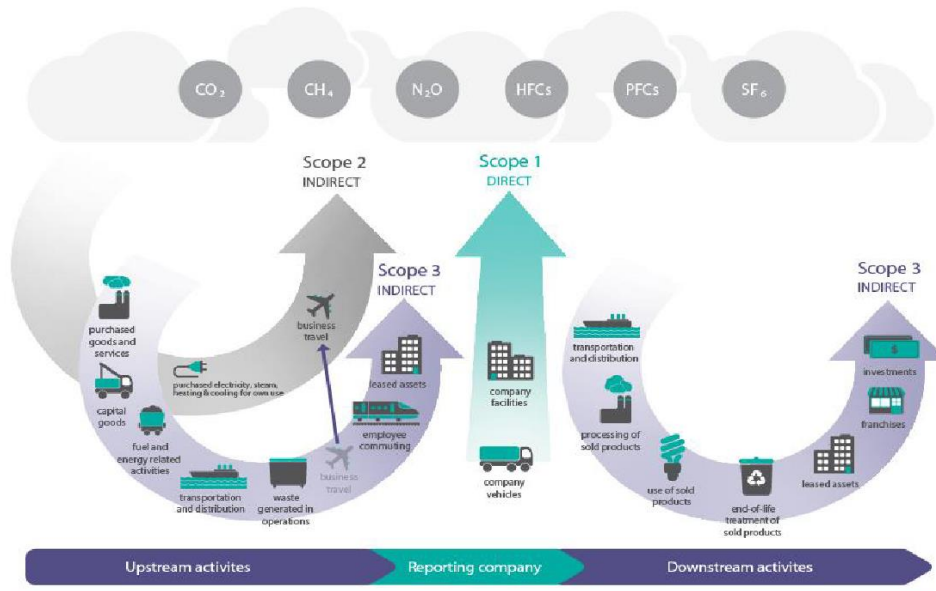
1	At 1 May 2019 Raster Products B.V. has been sold.
---	---

2	At 25 June 2019 ICT acquired the remaining 49% of the shares and voting interests in BMA Medische Automatisering B.V. and its 100% subsidiaries BMA Belux BVBA, BMA France SAS ('BMA'). As a result the percentage of interest in BMA Telenatal B.V. changed from 26% to 51%. As per 14 October 2019 BMA Medische Automatisering B.V. is renamed to ICT Healthcare Technology Solutions B.V. ('IHTS').
3	At 23 January 2019 ICT acquired 70% of the shares and voting interests in Additude AB (Sweden) and its subsidiaries Additude Excellence AB, Additude Innovation AB, Additude Industry AB and agreed to acquire the remaining 30% in three tranches. Additude is consolidated as from 1 February 2019. At 11 June 2019 Additude AB has founded Additude B.V. (the Netherlands).
4	At 27 March 2019 ICT acquired 65% of the shares and voting interests in New Mobility Ventures B.V. and its subsidiary BNV Mobility B.V. and is consolidated as from 1 April 2019. At 30 July 2019 ICT acquired the remaining 35% of the shares and voting interest in New Mobility Ventures B.V. and its subsidiary BNV Mobility B.V.
5	At 16 April 2019 ICT acquired via Strypes EOOD 100% of the shares and voting interests in Kodar Ltd. and is consolidated as from 1 April 2019.
6	In 2019, a legal merger was filed for ICT Netherlands B.V. (surviving entity) and Raster Beheer B.V. and Raster Industriële Automatisering B.V. The legal merger has no financial impact under consolidated financial statements of ICT Group N.V. The merger became effective as of 1 January 2020.
7	In 2019, a legal merger was filed for InTraffic B.V. (surviving entity), New Mobility Ventures B.V. and BNV Mobility B.V. The legal merger has no financial impact under consolidated financial statements of ICT Group N.V. The merger became effective as of 1 January 2020.
8	SpringRivet Holding B.V. was incorporated on 22 November 2019.
9	In 2019, a legal merger was filed for Additude AB (surviving entity), Additude Excellence AB, Additude Innovation AB and Additude Industry AB. The legal merger has no financial impact under consolidated financial statements of ICT Group N.V.. The merger became effective as of 1 January 2020.
10	At 2 November 2019 ICT acquired 100% of the shares and voting interests in Proficium B.V. and Proficium OVK B.V. and is consolidated as from 1 November 2019

## 2.2 Operational Boundary

In the determination, which CO<sub>2</sub> area ICT Group N.V. can influence an inventory of the emission activities has been made.

The used assumptions are based on the GHG-protocol and the adjusted scope mapping from the 'CO<sub>2</sub>-prestatieladder' manual. The classification of the emission activities is recorded in chapter 7.



Picture 2 shows the various scope based on the 'CO<sub>2</sub>-prestatieladder' manual.

This report only shows the scope 1 and 2 emissions of ICT.

Scope 1 (direct emissions) activities releasing emissions from:

- Natural gas and WKO heating (used to heating/cooling buildings).





- Business travel with lease cars.

Scope 2 (indirect emissions) activities releasing emissions from:

- Electricity consumption.
- Business flights.
- Business travel with own transport (private car).
- Public transport.



### 3 Exclusions and verification

In paragraph 7.3 of NEN ISO 14064-1 a number of aspects are recorded which do not count for ICT. This contains the following aspects:

	ISO 14064 topic	Explanation
f	a description of how CO <sub>2</sub> 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 <sub>2</sub> (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, as 2016 is the base year.
m	explanation of any change to quantification methodologies previously used (4.3.3)	This is not relevant, as 2016 is the base year.
n	Reference to, or documentation of GHG emissions or removal factors used (4.3.5)	The removal factors are not relevant for ICT

All other demands with respect to ISO 14064-1 are included in this rapport and all data is verified by the responsible CO<sub>2</sub> manager.

The CO<sub>2</sub> Footprint with respect to 2019 is verified by an accredited auditor from SGS.



## 4 Responsible employees

Within ICT the CO<sub>2</sub> manager is responsible to update the CO<sub>2</sub>-footprint on a semi-annual basis. This includes the following steps as recorded in the Energy Management Plan:

- a. Collecting data.
- b. Updating of the emission conversion factors.
- c. Calculation of the CO<sub>2</sub>-footprint.
- d. Reporting of the CO<sub>2</sub>-footprint.
- e. Internal and external communication.

The Chief Financial Officer of ICT Group N.V. has the ending responsibility with respect to the sustainability policies.



## 5 Reporting period and base year

This document provides an overview of the CO<sub>2</sub>-Footprint of ICT Group N.V. for the year 2019. For a description of the organizational boundary, see chapter 2.

The base year of ICT Group N.V. is 2016. Until 2016 the base year was 2011 with respect to ICT Netherlands B.V.. The base year has changed as the organizational boundary changed from ICT Netherlands B.V. as stand-alone company to ICT Group N.V.

In comparison to the base year the following companies are added in the ICT Group N.V. CO<sub>2</sub> Footprint:

Scope	Base year	Added in Footprint of	Reflected in Base year 2016?
ICT Group N.V. Including: <ul style="list-style-type: none"> <li>• ICT Automatisering B.V.</li> <li>• Improve Quality Services B.V.</li> <li>• Strypes</li> <li>• Raster</li> <li>• Buro Medische Automatisering</li> <li>• OrangeNXT B.V.</li> </ul>	2016	2016	Yes
High Tech Solutions B.V. (100%) as from 1 June 2017. On 1 January 2018 High Tech Solutions B.V. is legally merged with ICT Automatisering Nederland B.V..	2017	2017	No
NedMobiel B.V.	n/a	2018	No
Kodar	n/a	2019	No
Additude	n/a	2019	No
BNV Mobility	n/a	2019	No
Proficium	n/a	2019	No

For additional information on the entities see chapter 2.1.

The planning period for taking CO<sub>2</sub> reduction measures is 2017 until 2020. For the CO<sub>2</sub> reduction measures see the CO<sub>2</sub> reduction plan 2017-2020 of ICT Group N.V..



## 6 Methodology and uncertainties

The approach of collecting and processing data in the CO<sub>2</sub> Management application is described in the document 'Protocol Invulling CO<sub>2</sub>-Management applicatie.docx'. The conversion factors to determine the CO<sub>2</sub> emissions are based on the 'CO<sub>2</sub> prestatieladder' manual version 3.0 and the lists recorded on <http://www.co2emissiefactoren.nl/>.

### 6.1 Data collection

#### 6.1.1 Electricity

We only can measure the consumption of electricity based on the data-portal of the energy network manager, based on invoices or based on the energy meter positions. The consumption of electricity is tested by comparing the reported consumption to the invoices of the energy providers.

#### 6.1.2 Natural gas

The natural gas for heating is based on the year overview of the natural gas provider or the natural gas meter positions. The consumption is tested based upon invoices from the natural gas provider as far as possible.

#### 6.1.3 WKO heating

The WKO heating consumption is based on the yearly overview of the WKO heating provider. The consumption is tested based upon invoices from the lessors as far as possible.

#### 6.1.4 Lease cars

CO<sub>2</sub> emissions following from the use of lease cars are based on the reported fuel numbers of the lease company. The reports from the lease companies contain consumed fuel quantities, the fuel type and any used lubricants.

#### 6.1.5 Private cars - employees

The private car use by employees for business travel is based on the number of declared kilometers. The fuel type used is unknown because the settlement is based on the mobility compensation.

#### 6.1.6 e-Mobility

The electricity consumption of electronic cars is based on the electricity usage for each loading pole of ICT (office or private address) and loading poles next to roads. The electricity consumption is measured by the lease company for each individual car.

#### 6.1.7 Business flights

ICT Group N.V. employees are using business flights. The flight distances are based on the website [www.travelmath.com](http://www.travelmath.com). The distance of a single flight is used to determine which CO<sub>2</sub> conversion factor is used to calculate the CO<sub>2</sub> emission.

#### 6.1.8 Public Transport

ICT Group N.V. employees are using public transport. The kilometers public transport used are based on the public transport business cards and declarations from employees.

### 6.2 Emission factors

CO<sub>2</sub>-emissions are calculated based on the 'CO<sub>2</sub>-Prestatieladder' manual version 3.0 and the pre-described CO<sub>2</sub>-emission conversion factors on the website <http://www.co2emissiefactoren.nl/>

All grey electricity used by the ICT Group N.V. offices is compensated by guarantees of origin (hereafter: 'GVO's').



Fuel consumption by lease cars is available in volume unit's gasoline, diesel and LPG and are reported by the lease companies Athlon, Century, Terberg and Alphabet based on their lease administrations in Excel sheets on a quarterly basis.

CO<sub>2</sub>-emissions from the use of private cars for business travel are calculated based on an unknown fuel type and the declared costs for the use of private cards for business travel divided by € 0,19/km resulting in the number of the kilometers which is converted into the CO<sub>2</sub> emission. The declared costs are recorded in the salary administration.

CO<sub>2</sub>-emissions from the use of rental cars are calculated based on an unknown fuel types and € 0,19/km based on the charged amounts from the invoices of the rental car companies.

CO<sub>2</sub>-emissions from the use of electronic cars is based on grey electricity, because currently no distinction between grey and green electricity can be made. All grey electricity used by the other offices is compensated by guarantees of origin (hereafter: 'GVO's').

CO<sub>2</sub>-emissions from the use of public transport are calculated based on € 0,19/km for the train and € 0,13/km for declared costs related to public transport. The costs are based on declarations which are recorded in the salary administration.

### **6.3 Uncertainties**

The uncertainty in the size of the CO<sub>2</sub>-emissions is related to the inaccuracy of the data from the various activities and the related CO<sub>2</sub>-emissions. The data is for example based on data reported by suppliers who have legal obligations with respect to uncertainties for their meters (e.g. gas and electricity meters). These inaccuracies are not included in the conversion factors.

## 7 Emissions

### 7.1 Total emission results

In attachment 1 the total CO<sub>2</sub>-emissions for each activity and location are reported. The data underlying the CO<sub>2</sub>-emissions are based on the CO<sub>2</sub> management tool of the financial controller, the financial administration, salary administration and the consolidation tool in which the subsidiaries are reporting their energy consumption per energy scope.

### 7.2 Split scope 1 and 2 emissions

In table 1 the split of the total CO<sub>2</sub>-Footprint in scope 1 and scope 2 emissions is recorded. The data underlying this split is based on the CO<sub>2</sub> management tool of the financial controller.

Table 3 CO<sub>2</sub>-Footprint split in scope 1 and scope 2

Scope	CO <sub>2</sub> emission (ton) 2019	% of total CO <sub>2</sub> Footprint
Scope 1, Lease cars	3.337,32	73,8%
Scope 1, Gas	188,81	4,2%
<b>Scope 1, Total</b>	<b>3.526,13</b>	<b>77,9%</b>
Scope 2, Electricity and e-mobility	-	0,0%
Scope 2, Electricity	-	0,0%
Scope 2, Private cars	484,71	10,7%
Scope 2, WKO heating	29,68	0,7%
Scope 2, Business flights	471,10	10,4%
Scope 2, Public transport	12,08	0,3%
<b>Scope 2, Total</b>	<b>997,58</b>	<b>22,1%</b>
<b>Total CO<sub>2</sub> Footprint</b>	<b>4.523,71</b>	<b>100,0%</b>

### 7.3 Split buildings and mobility

#### **Buildings**

Table 4 shows the emissions for the various ICT Group offices and an overview of the direct and indirect emissions split in natural gas, WKO heating and electricity.



Table 4 Overview direct and indirect emissions ICT Group N.V. buildings

Office	Entity	Electricity ton CO <sub>2</sub>	Gas ton CO <sub>2</sub>	WKO Heating ton CO <sub>2</sub>	Total emission ton CO <sub>2</sub>
Groningen	ICT Netherlands BV	-	7,03	n/a	7,03
Deventer	ICT Netherlands BV	-	32,57	n/a	32,57
Barendrecht	ICT Netherlands BV	-	n/a	14,40	14,40
Bergen op Zoom	ICT Netherlands BV	-	14,73	n/a	14,73
Oosterhout	ICT Netherlands BV	-	n/a	n/a	-
Eindhoven	ICT Netherlands BV	-	n/a	15,38	15,38
Maastricht	ICT Netherlands BV	-	n/a	n/a	-
Baarn	Improve	-	4,80	n/a	4,80
Houten	BMA	-	32,51	n/a	32,51
Bellegem	BMA BVBA	-	0,75	n/a	0,75
Dreumel	Raster	-	8,48	n/a	8,48
Eindhoven II	OrangeNXT	-	15,68	n/a	15,68
Breda	NedMobiel	-	15,03	n/a	15,03
Sofia	Strypes	-	33,11	n/a	33,11
Malmö	Additude	-	1,04	n/a	1,04
Breda II	BNV	-	0,65	n/a	0,65
Breukelen	Proficium	-	20,73	n/a	20,73
Plovdiv	Kodar	-	n/a	n/a	-
<b>Total</b>		-	<b>187,11</b>	<b>29,78</b>	<b>216,89</b>

In Table 5 an overview is made how the emissions are caused due to mobility.

### Mobility

Table 5 CO<sub>2</sub>-emission mobility.

Mobility emissions	Scope	ton CO <sub>2</sub>
Lease cars + e-mobility	1&2	3.337,32
Private cars of employees	2	484,71
Business travel - flights	2	471,10
Public transport	2	12,08
<b>Total mobility emissions</b>	<b>1&amp;2</b>	<b>4.305,21</b>

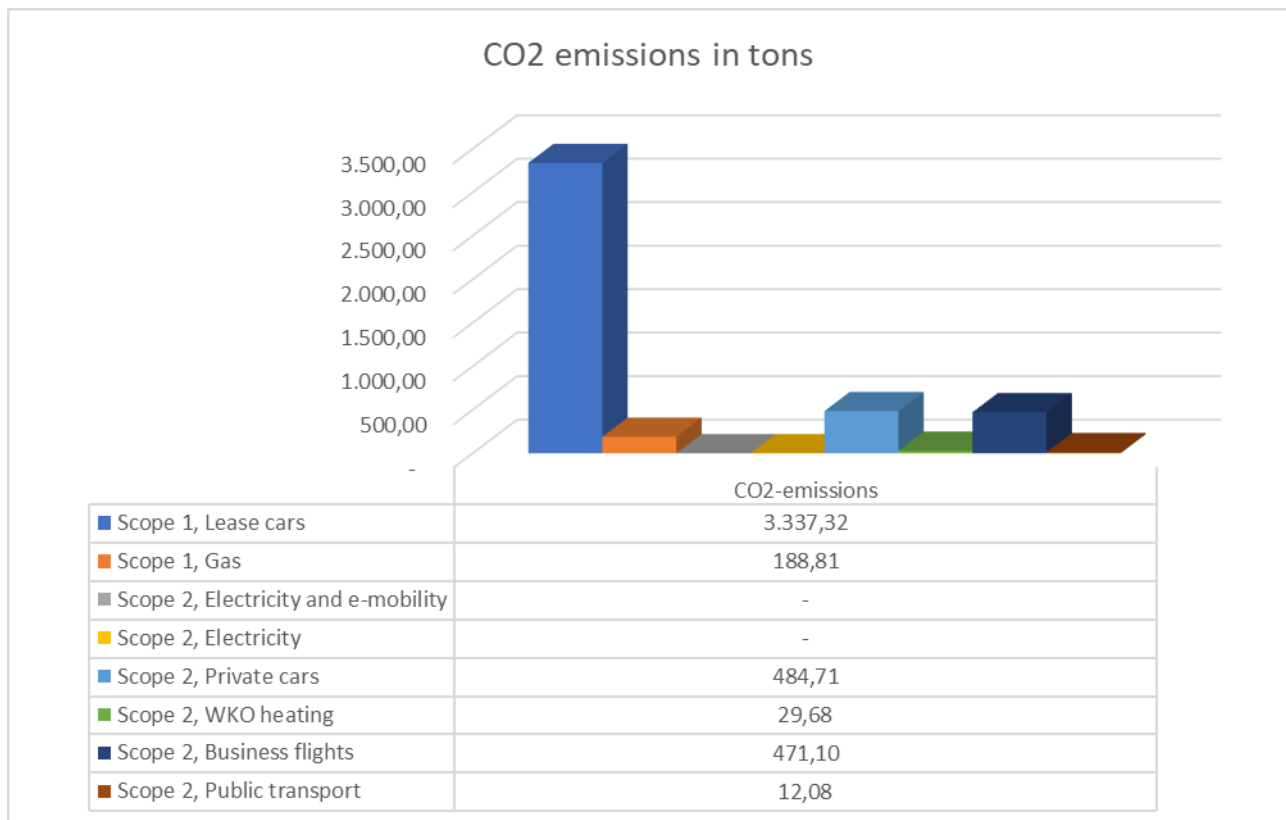


## 8 Conclusion

This document shows the CO<sub>2</sub>-Footprint of ICT Group N.V. over the year 2019.

Besides an overview of the total CO<sub>2</sub>-Footprint splits are made between direct and indirect emissions (scope 1 and scope 2) and between buildings and mobility.

The total CO<sub>2</sub>-Footprint of ICT Group N.V. in 2019 is 4.524 ton CO<sub>2</sub>.  
Resulting in the following overview of the CO<sub>2</sub>-Footprint of ICT Group N.V.





## 9 Authorisation

	<u>Signature</u>	<u>date</u>
Mark van Eesteren – Financial Controller ICT Group N.V.	<hr/>	16-06-2020
Peter Lamers – QHSE Manager ICT Group N.V.	 <hr/>	16-06-2020
Jan Willem Wienbelt – Chief Financial Officer ICT Group N.V.	 <hr/>	16-06-2020

## 10 Attachment 1: Data collection 2019

Company	Description energy sort	Q4-2019 YTD - consumption	Unity	Emission factor	Q4-2019 YTD CO <sub>2</sub> emission in ton	Scope
ICT Group N.V. - company only	Alphabet Gasoline leasecars	-	Liters	2,740	-	Scope 1, Lease cars
ICT Group N.V. - company only	Athlon Diesel leasecars	-	Liters	3,230	-	Scope 1, Lease cars
ICT Group N.V. - company only	Alphabet Diesel leasecars	3.002	Liters	3,230	9,70	Scope 1, Lease cars
ICT Group N.V. - company only	Leaseauto e-mobility public in kWh (Guarantee of Origin)	245	kWh	-	-	Scope 2, Electricity and e-mobility
ICT Group N.V. - company only	Privat car with lease with lease compensation	43.306	km	0,220	9,53	Scope 2, Private cars
ICT Group N.V. - company only	Business Flights <700 km	40.871	km	0,297	12,14	Scope 2, Business flights
ICT Group N.V. - company only	Business Flights 700-2500 km	37.886	km	0,200	7,58	Scope 2, Business flights
ICT Group N.V. - company only	Business Flights >2500 km	59.436	km	0,147	8,74	Scope 2, Business flights
ICT Automatisering Nederland B.V.	Athlon gasoline lease cars	277.405	Liters	2,740	760,09	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century gasoline leasecars	2.639	Liters	2,740	7,23	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet gasoline leasecars	99.136	Liters	2,740	271,63	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century diesel lease cars	14.955	Liters	3,230	48,30	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet diesel lease cars	124.168	Liters	3,230	401,06	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Athlon diesel lease cars	422.796	Liters	3,230	1.365,63	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Leaseauto e-mobility public in kWh (Guarantee of Origin)	182.046	kWh	-	-	Scope 2, Electricity and e-mobility
ICT Automatisering Nederland B.V.	Electricity usage Green - Groningen (Guarantee of Origin)	42.398	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Oosterhout (Guarantee of Origin)	29.474	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green Bergen op Zoom (Guarantee of Origin)	39.140	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Maastricht (Guarantee of Origin)	1.899	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green Barendrecht (Guarantee of Origin)	158.002	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Deventer (Guarantee of Origin)	196.275	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Eindhoven (Guarantee of Origin)	148.936	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Gas usage - Groningen	3.721	m3	1,890	7,03	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Bergen op Zoom	7.792	m3	1,890	14,73	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Deventer	17.234	m3	1,890	32,57	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage rental house Son en Breugel	-	m3	1,890	-	Scope 1, Gas
ICT Automatisering Nederland B.V.	Geothermal heating Barendrecht	536	Gj	25,050	13,43	Scope 2, WKO heating
ICT Automatisering Nederland B.V.	Geothermal heating Eindhoven	649	Gj	25,050	16,26	Scope 2, WKO heating
ICT Automatisering Nederland B.V.	Privat car with lease with lease compensation	1.899.816	km	0,220	417,96	Scope 2, Private cars
ICT Automatisering Nederland B.V.	Public transport (mix)	139.999	km	0,036	5,04	Scope 2, Public transport
ICT Automatisering Nederland B.V.	Public transport (train)	76.082	km	0,006	0,46	Scope 2, Public transport
ICT Automatisering Nederland B.V.	Business Flights <700 km	28.677	km	0,297	8,52	Scope 2, Business flights
ICT Automatisering Nederland B.V.	Business Flights 700-2500 km	276.718	km	0,200	55,34	Scope 2, Business flights
ICT Automatisering Nederland B.V.	Business Flights >2500 km	536.780	km	0,147	78,91	Scope 2, Business flights



Company	Description energy sort	Q4-2019 YTD - consumption	Unity	Emission factor	Q4-2019 YTD CO <sub>2</sub> emission in ton	Scope
Improve Quality Services B.V.	Century Gasoline leasecars	29.084	Liters	2,740	79,69	Scope 1, Lease cars
Improve Quality Services B.V.	Century Diesel leasecars	9.595	Liters	3,230	30,99	Scope 1, Lease cars
Improve Quality Services B.V.	Century e-mobility (Guarantee of Origin)	5.363	kWh	-	-	Scope 2, Electricity and e-mobility
Improve Quality Services B.V.	Alphabet Diesel leasecars	1.822	Liters	3,230	5,89	Scope 1, Lease cars
Improve Quality Services B.V.	Alphabet Gasoline leasecars	915	Liters	2,740	2,51	Scope 1, Lease cars
Improve Quality Services B.V.	Electricity usage Baarn (guarantee of origin)	8.460	kWh	-	-	Scope 2, Electricity
Improve Quality Services B.V.	Gas usage Baarn	2.538	m3	1,890	4,80	Scope 1, Gas
Improve Quality Services B.V.	Privat car with lease with lease compensation	63.651	km	0,220	14,00	Scope 2, Private cars
Improve Quality Services B.V.	Business Flights 700	4.984	km	0,297	1,48	Scope 2, Business flights
Improve Quality Services B.V.	Business Flights 700-2500 km	23.938	km	0,200	4,79	Scope 2, Business flights
Improve Quality Services B.V.	Business Flights >2500 km	27.466	km	0,147	4,04	Scope 2, Business flights
Improve Quality Services B.V.	Public transport (train)	31.015	km	0,006	0,19	Scope 2, Public transport
Raster Beheer B.V. - consolidated	Athlon leasecars - Gasoline	672	Liters	2,740	1,84	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Century leasecars - Gasoline	-	Liters	2,740	-	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Century diesel leasecars	-	Liters	3,230	-	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Athlon diesel leasecars	1.197	Liters	3,230	3,87	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Alphabet diesel leasecars	1.104	Liters	3,230	3,57	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Electricity usage Dreumel (guarantee of origin)	40.332	kWh	-	-	Scope 2, Electricity
Raster Beheer B.V. - consolidated	Gas usage Dreumel	4.488	m3	1,890	8,48	Scope 1, Gas
Raster Beheer B.V. - consolidated	Privat car with lease with lease compensation	31.196	km	0,220	6,86	Scope 2, Private cars
Raster Beheer B.V. - consolidated	Business Flights <700 km	-	km	0,297	-	Scope 2, Business flights
Raster Beheer B.V. - consolidated	Business Flights 700-2500 km	-	km	0,200	-	Scope 2, Business flights
Raster Beheer B.V. - consolidated	Business Flights >2500 km	68.902	km	0,147	10,13	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Leasecars - Gasoline	35.358	Liters	2,740	96,88	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Leasecars - Diesel	14.249	Liters	3,230	46,02	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Terberg e-mobility (Guarantee of Origin)	274	kWh	-	-	Scope 2, Electricity and e-mobility
Buro Medische Automatisering B.V. - consolidated	Electricity usage Houten (guarantee of origin)	64.318	kWh	-	-	Scope 2, Electricity
Buro Medische Automatisering B.V. - consolidated	Gas usage Houten	17.199	m3	1,890	32,51	Scope 1, Gas
Buro Medische Automatisering B.V. - consolidated	Electricity usage Bellegem (guarantee of origin)	1.320	kWh	-	-	Scope 2, Electricity
Buro Medische Automatisering B.V. - consolidated	Gas usage Bellegem	398	m3	1,890	0,75	Scope 1, Gas
Buro Medische Automatisering B.V. - consolidated	Privat car with lease with lease compensation	12.114	km	0,220	2,67	Scope 2, Private cars
Buro Medische Automatisering B.V. - consolidated	Business Flights <700 km	29.960	km	0,297	8,90	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights 700-2500 km	18.053	km	0,200	3,61	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights >2500 km	-	km	0,147	-	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Public transport (train)	26.060	km	0,006	0,16	Scope 2, Public transport
Strypes EOOD	Electricity usage Sofia (guarantee of origin)	191.844	kWh	-	-	Scope 2, Electricity
Strypes EOOD	Gas usage Sofia	17.517	m3	1,890	33,11	Scope 1, Gas
Strypes EOOD	Business Flights <700 km	-	km	0,297	-	Scope 2, Business flights
Strypes EOOD	Business Flights 700-2500 km	1.197.144	km	0,200	239,43	Scope 2, Business flights
Kodar	Electricity usage Plovdiv (guarantee of origin)	60.893	kWh	-	-	Scope 2, Electricity
OrangeNXT B.V.	Alphabet - Lease Gasoline	3.770	Liters	2,740	10,33	Scope 1, Lease cars
OrangeNXT B.V.	Alphabet - Lease Diesel	4.322	Liters	3,23	13,96	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Gasoline	11.322	Liters	2,740	31,02	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Diesel	6.521	Liters	3,23	21,06	Scope 1, Lease cars
OrangeNXT B.V.	Leaseauto e-mobility public in kWh (Guarantee of Origin)	10.441	kWh	0	-	Scope 2, Electricity and e-mobility
OrangeNXT B.V.	Electricity usage (Guarantee of Origin)	27.760	kWh	0	-	Scope 2, Electricity
OrangeNXT B.V.	Gas usage Eindhoven	8.298	m3	1,890	15,68	Scope 1, Gas
OrangeNXT B.V.	Privat car with lease with lease compensation	15.753	km	0,220	3,47	Scope 2, Private cars
OrangeNXT B.V.	Public transport (train, taxi)	-	km	0,036	-	Scope 2, Public transport
OrangeNXT B.V.	Business Flights <700 km	7.414	km	0,297	2,20	Scope 2, Business flights
OrangeNXT B.V.	Business Flights 700-2500 km	13.564	km	0,200	2,71	Scope 2, Business flights
OrangeNXT B.V.	Business Flights >2500 km	45.572	km	0,147	6,70	Scope 2, Business flights
NedMobiel	Alphabet - Lease Gasoline	4.602	Liters	2,74	12,61	Scope 1, Lease cars
NedMobiel	Alphabet - Lease Diesel	31.886	Liters	3,23	102,99	Scope 1, Lease cars
NedMobiel	Alphabet e-mobility (Guarantee of Origin)	5.615	kWh	-	-	Scope 2, Electricity and e-mobility
NedMobiel	Electricity usage (Guarantee of Origin)	16.058	kWh	-	-	Scope 2, Electricity
NedMobiel	Gas usage	7.954	m3	1,890	15,03	Scope 1, Gas
NedMobiel	Privat car with lease with lease compensation	25.027	km	0,220	5,51	Scope 2, Private cars
NedMobiel	Public transport (train, taxi)	61.054	km	0,036	2,20	Scope 2, Public transport
Additude	Electricity usage Additude (guarantee of origin)	33.807	kWh	-	-	Scope 2, Electricity
Additude	Gas usage	550	m3	1,890	1,04	Scope 1, Gas
Additude	Business Flights <700 km	42.312	km	0,297	12,57	Scope 2, Business flights
Additude	Business Flights 700-2500 km	14.456	km	0,200	2,89	Scope 2, Business flights
Additude	Business Flights >2500 km	-	km	0,147	-	Scope 2, Business flights
Additude	Public transport (train, taxi)	69.460	km	0,036	2,50	Scope 2, Public transport
Additude	Number of lease car kilometers	47.458	km	0,220	10,44	Scope 1, Lease cars
Additude	Number of private car kilometers	80.978	km	0,220	17,82	Scope 2, Private cars
BNV	Electricity usage (Guarantee of Origin)	20.700	kWh	-	-	Scope 2, Electricity
BNV	Gas usage Breda	345	m3	1,890	0,65	Scope 1, Gas
BNV	Privat car with lease with lease compensation	31.400	km	0,220	6,91	Scope 2, Private cars
Proficium	Electricity usage (Guarantee of Origin)	30.396	kWh	-	-	Scope 2, Electricity
Proficium	Gas usage Breukelen	10.966	m3	1,890	20,73	Scope 1, Gas
Proficium	Public transport (train, taxi)	42.869	km	0,036	1,54	Scope 2, Public transport
ICT Belgium BV	Electricity usage Antwerpen (guarantee of origin)	3.000	kWh	-	-	Scope 2, Electricity
ICT Belgium BV	Gas usage Antwerpen	900	m3	1,890	1,70	Scope 1, Gas
ICT Belgium BV	Business Flights 700-2500 km	2.185	km	0,200	0,44	Scope 2, Business flights

## 11 Attachment 2: Data collection and disclosure 2019

Office / rental house	Electricity – Sort	Surface in M <sub>2</sub> 2019	Rental / own property
Barendrecht, Kopenhagen 9	Green	2.144	Rental
Oosterhout, Wilheminakanaal Zuid 110	Grey	461	Rental
Deventer, Munsterstraat 7	Grey	2.206	Rental
Eindhoven, Prof. Dr. Dorgelolaan 30	Grey	2.646	Rental
Maastricht-Airport, Luxemburglaan 33	Grey	201	Rental
Groningen, Rozenburglaan 1	Grey	461	Rental
Bergen op Zoom, Voltastraat 4	Green	560	Rental
Houten, De Molen 1	Grey	1.714	Rental
Dreumel, Oude Maasdijk 30	Grey	700	Rental
Sofia, Maystor Aleksi Rilets, floor 2 10 A	Grey	1.888	Rental
Baarn, Amsterdamsestraatweg 55a	Grey	141	Rental
Bellegem, Kloosterdreef 7	Grey	22	Rental
Breda, Haagweg 1	Grey	447	Rental

### Data suppliers

Subjects	Supplier
Surface in m <sub>2</sub> - offices ICT Automatisering Nederland B.V.	Marcella van Dijk (office manager)
Electricity and gas consumption (meter readings) – offices ICT Automatisering Nederland B.V.	Marcella van Dijk (office manager)
Electricity and gas consumption (invoices) – offices ICT Automatisering Nederland B.V.	Eneco website / Imco Bronswijk (purchaser)
Fuel usage – ICT Group N.V., ICT Automatisering Nederland B.V., OrangeNXT B.V., Raster Industriële Automatisering B.V. and Raster Products B.V.	Marian Pegels (Fleet administrator)
Private car compensation – ICT Group N.V., ICT Automatisering Nederland B.V., OrangeNXT B.V. and Buro Medische Automatisering B.V.	Anton van Zomeren (Salary administrator)
Public transport – ICT Automatisering Nederland B.V. and OrangeNXT B.V.	Aldo Kolenbrander (Senior bookkeeper)
Business flights – ICT Automatisering Nederland B.V.	Cindy van der Steenhoven (Secretary)
All data - Improve Quality Services B.V. (excluding building)	Chantal Peeters (administrator)
All data (except for private car compensation) – Buro Medische Automatisering B.V.	Nick Snoeij (assistant controller) / Annelies Riem (administrator / secretary)
All data – Raster Beheer B.V. (except for lease cars)	Reinie de Wijs (administrator)
All data – Strypes EOOD Ltd.	Sabko Sabkov (financial controller)
All data – Nedmobiel B.V. (excluding building)	Jorn Jacobs (financial controller)

### Data sources

Subjects	Source
Surface in m <sub>2</sub> - offices ICT Automatisering Nederland B.V.	Office maps and rental contracts



Electricity and gas consumption (meter readings) – offices ICT Automatisering Nederland B.V.	Reporting of secretaries per office in Excel sheet (all other offices except for the offices with an Eneco connection)
Electricity and gas consumption (invoices) – offices ICT Automatisering Nederland B.V.	Invoices and usage overviews (Barendrecht, Bergen op Zoom and rental houses)
Fuel and kWh usage – ICT Group N.V., ICT Automatisering Nederland B.V., OrangeNXT B.V., Raster Industriële Automatisering B.V. and Raster Products B.V.	Sheets from the lease companies (Athlon, Alphabet and Century)
Private car compensation – ICT Group N.V., ICT Automatisering Nederland B.V. and OrangeNXT B.V.	Salary administration (AFAS)
Public transport – ICT Automatisering Nederland B.V. and OrangeNXT B.V.	Declarations in AllSolutions and NS Business cards data
Business flights – ICT Automatisering Nederland B.V.	Excel administration of all business flights booked by secretaries. Flight distances calculated based on <a href="http://www.travelmath.com">www.travelmath.com</a>
All data - Improve Quality Services B.V.	Fuel and kWh consumption: lease company data. Privat cars compensation: salary administration (declarations). Business flights: flight tickets. Electricity and gas consumption: calculated based on number of m <sub>2</sub> and average usage numbers ( <a href="http://www.energievergelijken.nl">www.energievergelijken.nl</a> ). Public transport: declared costs based on financial administration.
All data – Buro Medische Automatisering B.V.	Fuel and kWh consumption: lease company data. Privat cars compensation: salary administration (declarations). Business flights: flight tickets. Electricity and gas consumption: invoices and usage overviews from suppliers. Public transport: declared costs based on financial administration.
All data – Raster (except for lease cars)	Fuel and kWh consumption: lease company data. Private cars compensation: salary administration (declarations). Business flights: flight tickets. Electricity and gas consumption: invoices and usage overviews from suppliers.
All data – Strypes EOOD Ltd.	Electricity consumption: Invoices. Business flights: HR administration with business flights. Flight distances calculated based on <a href="http://www.travelmath.com">www.travelmath.com</a>
All data – NedMobiel	Fuel consumption: Lease company data. Private cars compensation and public transport: salary administration. Electricity and gas consumption: calculated based on number of m <sub>2</sub> and average usage numbers ( <a href="http://www.energievergelijken.nl">www.energievergelijken.nl</a> ).