



Progress report CO₂ Emission Reduction ICT Group B.V.

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History

Version	Date	Author	Description
0.1	13-05-2025	M. Vrisekoop	Initial version
0.2	19-06-2025	M. Vrisekoop	Adjustments
0.3	27-06-2025	M. Vrisekoop	Corrections 2023 data
1.0	27-06-2025	P. Lamers	Final version
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2.0	10-02-2026	P. Lamers	Final version
2.1	10-03-2026	P. Lamers	Update Scope 3 data
2.2	23-03-2026	M. Vrisekoop	Review
3.0	23-03-2026	P. Lamers	Final version

1. Introduction

ICT Group profile

ICT Group B.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, Germany, France, Bulgaria, Sweden and Portugal.

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 CO₂-Performance Ladder.

1.1. Responsible

Final responsibility for the sustainability policy resides with ICT Group B.V.'s Chief Financial Officer (CFO).

1.2. Reference 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 2021-2026. The reference year chosen is 2019.

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 B.V. is certified for level 5 of the CO₂ Performance Ladder.

1.3. Organizational Boundary

For determining the organizational boundary ICT Group B.V. has chosen for the control approach as set out in the SKAO guidelines. In the paragraphs below we firstly recorded the reasons which kind of 'control' is used in the control approach. Secondly, we recorded which companies are controlled based on the chosen 'control' method (Method 1 the GHG Protocol method).

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 B.V. there is no difference between financial control and operational control. If a subsidiary is financially controlled there is also operational control.

Notable changes in 2024

As per January 1st, 2024 the Dutch entities InTraffic and Fourtress merged into ICT Netherlands BV.

- February, 2024 acquisition of TriOpSys B.V.
- December, 2024 legal merges Up2 and Kodar into ICT Strypes BG
- ICT Nordics AB contains ICT Sweden AB (startup) and ICT Additude AB

1.4. Exclusions and verification

In paragraph 9.3 of ISO 14064-1:2018 a number of aspects are recorded which are irrelevant for ICT and therefore excluded. This applies to the following aspects:

	ISO 14064 topic	Explanation
g	a description of how biogenic CO ₂ emissions and removals are treated in the GHG inventory and the relevant biogenic CO ₂ emissions and removals quantified separately in tonnes of CO ₂ e (see Annex D);	Biomass is irrelevant within ICT
h	if quantified, direct GHG removals, in tonnes of CO ₂ e (5.2.2);	This is not relevant for ICT
i	explanation of the exclusion of any significant GHG sources or sinks from the quantification (5.2.3);	This is not relevant for ICT
l	explanation of any change to the reference year or other historical GHG data or categorization and any recalculation of the reference year or other historical GHG inventory (6.4.1), and documentation of any limitations to comparability resulting from such recalculation;	This is not relevant, as 2019 is the reference year.
n	explanation of any change to quantification approaches previously used (6.2);	This is not relevant, as 2019 is the reference year.
o	reference to, or documentation of, GHG emission or removal factors used (6.2);	The removal factors are not relevant for ICT

All other requirements with respect to ISO 14064-1:2018 are included in this rapport and all data is verified by the responsible CO₂ manager.

1.5. References

Ref.	Date	Version	Description
1	10-05-2023	2.0	ICT Group B.V. - CO ₂ reduction plan 2021-2026
2	01-01-2025	9.0	ICT Group B.V. – Organizational Boundary

1.6. Changes based on CO₂ Performance Ladder manual

The conversion factors which are currently applicable are recorded in the Exsion consolidation tool in which all ICT Group B.V. entities have to report their energy consumption with respect to scope 1, scope 2 and scope 3 CO₂ emissions.

1.7. Footprint development 2023 vs 2024

Scope	2024 YTD CO ₂ -emission in ton	2023 YTD CO ₂ -emission in ton	Diff % CO ₂ -emission	2024 YTD % of total CO ₂ Footprint	2023 YTD % of total CO ₂ Footprint	Diff. % of % of total CO ₂ Footprint	2024 CO ₂ emission in ton per FTE	2023 CO ₂ emission in ton per FTE	Diff. % CO ₂ in ton per FTE
Scope 1, Lease cars	1.309,39	1.474,60	-11,20%	54,10%	55,05%	-1,73%	0,65	1,47	-55,60%
Scope 1, Gas	345,92	227,41	52,11%	14,29%	8,49%	68,34%	0,17	0,23	-23,95%
Scope 1, Total	1.655,30	1.702,02	-2,74%	68,39%	63,54%	7,64%	0,83	1,70	-51,37%
Scope 2, Electricity and e-mobility	-	-	0,00%	0,00%	0,00%	0,00%	-	-	0,00%
Scope 2, Electricity	-	-	0,00%	0,00%	0,00%	0,00%	-	-	0,00%
Scope 2, WKO heating	59,80	33,90	76,41%	2,47%	1,27%	95,24%	0,03	0,03	-11,79%
Scope 2, Total	59,80	33,90	76,41%	2,47%	1,27%	95,24%	0,03	0,03	-11,79%
Scope 3, Public transport	13,89	7,50	85,20%	0,57%	0,28%	104,97%	0,01	0,01	-7,40%
Scope 3, Private cars	321,66	313,33	2,66%	13,29%	11,70%	13,62%	0,16	0,31	-48,67%
Scope 3, Business flights	369,66	621,90	-40,56%	15,27%	23,22%	-34,22%	0,18	0,62	-70,28%
Scope 3, Total	705,20	942,73	-25,20%	29,14%	35,19%	-17,21%	0,35	0,94	-62,60%
Total CO₂ Footprint	2.420,30	2.678,64	-9,64%	100,00%	100,00%	0,00%	1,21	2,68	-54,82%

Note: There is an error in the penultimate column, the total 2023 CO₂e in ton per FTE is 1.44. The table in section 3.1 is correct.

Historic CO₂ emissions ICT Group B.V.

Year	2016	2017	2018	2019	2020	2021	2022	2023	2024
CO ₂ emission H1	-	-	2.398	2.371	1.466	894	1.222	1.293	1.212
CO ₂ emission H2	-	-	2.419	2.153	808	1.009	1.319	1.386	1.208
CO₂-emission total	4.220	4.579	4.817	4.524	2.274	1.903	2.541	2.679	2.420

In all CO₂ emission calculations the CO₂ emissions are based on version 3.1 of the Performance Ladder manual and the related conversions.

2. Reduction measures 2021-2026

For the period 2021-2026 the following reduction measures are recorded on ICT Group B.V. level. The reduction measures per subsidiary are recorded in the reduction measures plan 2021-2026.

Because of ICT Group’s buy-and-build strategy, it’s likely that ICT Group will grow further the years ahead. Therefore, it’s more suitable to use a relative KPI to set reduction targets and for monitoring carbon emissions. The reduction KPI will be set relative to the number of FTE and the assumption is that it will reduce with 78% compared to the reference year 2019. This will mean an average reduction of 11% per year.

For the buildings, the reduction program is now being developed. The main focus is on mobility, as the fossil fuelled leased cars are the main contributors to CO2 emissions. In order to reduce fossil fuelled lease cars, a new lease policy has been introduced. The schedule of implementation is shown in Figure 1 Roadmap leased car policy.

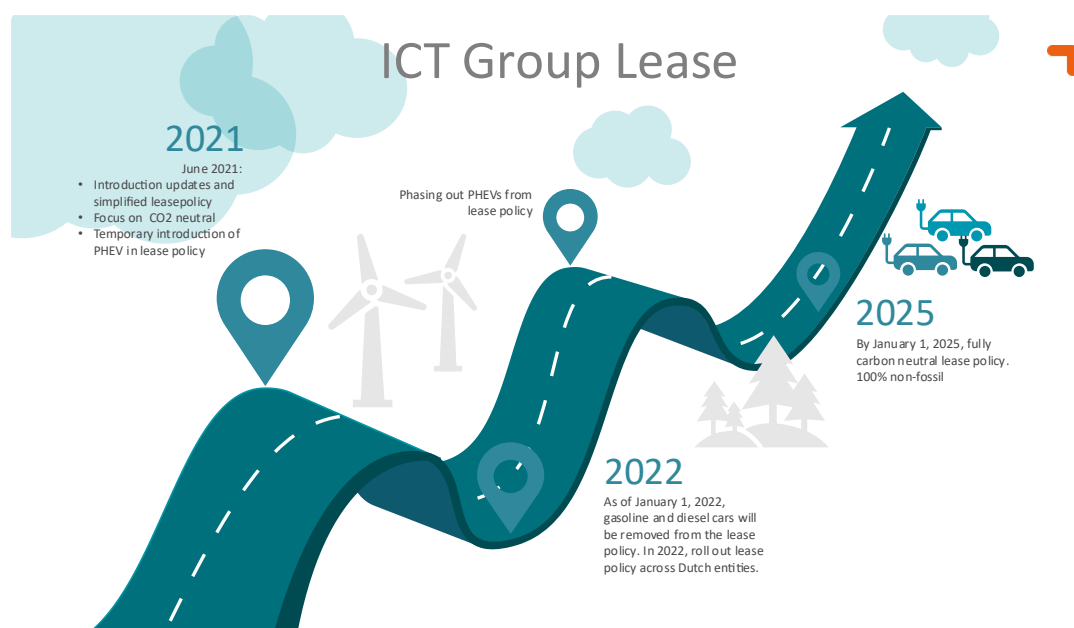


Figure 1 Roadmap leased car policy

Main changes will be:

- Reducing standard mileage
- Annual mileage restriction on private usage of lease car
- Simplification of maximum CO₂ emission limit: the same limit for everyone
- Phase out petrol & diesel fueled cars
- Temporarily add Plug-in Hybrid Electric Vehicles (PHEV) provided charging requirement and annual inspection
- ICT Group pays for charging station and monthly subscription.

Green electricity

ICT Group will continue its 100% green energy usage policy. Meaning all electricity used by the buildings and e-mobility will be 100% renewable energy, certified Dutch Wind energy.

Reduction Measures Mobility

No.	Reduction Measures Mobility	Implementation year	Qualification	Status	Remarks
3.2.1	Reducing standard mileage	As of July 2021	Policy	Completed	Part of the new Lease Policy will become effective 1. July 2021. Standard mileage is reduced to from 35.000 km to 30.000 km per year.
3.2.2	Annual mileage restriction on private use lease cars	July 2021	Policy	Completed	See No. 3.2.1
3.2.3	Simplification of maximum CO ₂ emission limit: the same limit for everyone	2021	Policy	Completed	See No. 3.2.1
3.2.4	Phase out Fossil fuelled cars	2021-2025	Policy	Completed	See No. 3.2.1, As of Jan 1. 2022 only PHEV or full Electric cars can be leased.
3.2.5	Temporarily add Plug-in-Hybrid Electric Vehicles (PHEV) provided charging requirement and annual inspection	Start July 2021	Policy	Completed	See No. 3.2.1
3.2.6	ICT Group pays for charging station and monthly subscription		Policy	Completed	See No. 3.2.1
3.2.7	All energy used by e-mobility will be 100% renewable energy, certified Dutch Wind energy	2021-2026	Policy	Completed	
3.2.8	Facilitate working from home and teleconferencing	2020		Completed	After COVID-19 restrictions, new guidelines on hybrid working are (if possible) home/office on 50/50 basis. The employee commuting survey in 2024 showed that indeed 50% work from home and 50% in the office.
3.2.9	Stimulate more usage of electric cars by placing more load poles at the offices	2021-2026		Ongoing	

Reduction Measures Buildings

Nr.	Reduction Measures Building	Implementation Year	Qualification	Status	Remarks
1	Energy management: Energy registration- and controlling system	2022		Ongoing	All data is each quarter registered in the carbon manager.
2	Usage of 100% green energy	2021	policy	Completed	All electricity used by ICT will be 100% renewable energy, certified Dutch wind energy.
3	Conduct energy audits on a selection of offices.	2021-2026	Policy	Ongoing	Energy audits have been conducted on a selection of offices to explore additional energy reduction possibilities.

3. CO2 emission footprint ICT Group B.V.

3.1. Development Scope 1 and Scope 2

In May 2025 the CO₂ Footprint over 2024 is determined. This CO₂ footprint is compared to the previous year.

Direct and indirect CO ₂ -emissions (ton CO ₂)	2024	2023	Increase / decrease in %
Scope 1	1.655	1.702	-2,7%
Scope 2	60	34	76,4%
Scope 3	705	943	-25,2%
Total	2.420	2.679	-9,6%
Average number of total FTE	2.097	1.865	12,4%
Total emission per FTE	1,15	1,44	-19,6%
Buildings related emissions (ton CO₂)	2024	2023	Increase / decrease in %
Electricity	-	-	-
Heating + WKO	406	261	55,3%
Total	406	261	55,3%
Buildings related kWh	2024	2023	Increase / decrease in %
Number kWh (before the purchase of green power)	1.954.308	1.410.375	38,6%
Number m ²	19.609	19.017	3,1%
Number kWh per m ² (before the purchase of green power)	100	74	34,4%
Number kWh per FTE (before the purchase of green power)	932	756	23,2%
Mobility related emissions (ton CO₂)	2024	2023	Increase / decrease in %
Lease cars	1.309	1.475	-11,2%
Electric vehicles (EV) (after purchase of green power)	-	-	-
Business travel with private cars	322	313	2,7%
Public transport	14	8	85,2%
Business flights	370	622	-40,6%
Total	2.015	2.417	-16,7%
Number of electric vehicles	284	223	27,4%
Public transport kilometers	694.912	374.982	85,3%
Number kWh electric driving	2024	2023	Increase / decrease in %
Number kWh electric driving	1.709.261	963.255	77,4%
Electric cars/total Leasecars	2024	2023	Increase / decrease in %
Electric leasecars	308	223	38,1%
Plug-in Hybrids Electric (PHEV) cars	171	123	39,0%
Total amount of leasecars	634	566	12,0%
Percentage electric/rest	48,6%	39,4%	
Direct and indirect CO₂-emissions (ton CO₂)	2024	2023	Increase / decrease in %
Scope 1	1.655	1.702	-2,7%
Scope 2	60	34	76,4%
Scope 3	705	943	-25,2%
Total	2.420	2.679	-9,6%

Note: As of 2024 InTraffic and TriOpSys are included.

3.2. Development Scope 3

Overview

This report summarizes ICT Group's Scope 3 emissions progress based on the Holtara carbon reports for 2022 and 2023. It includes emissions data, year-over-year comparisons, category breakdowns and reduction opportunities.

Emissions Summary

Category	2023	2023 re-stated ¹	2024	YoY Change
Scope 3 Emissions (tCO ₂ e)	12.057	11.266	10.820	-4%
Scope 3 GHG intensity (tCO ₂ e/€m rev)	-	49.2	42.7	-13%

Scope 3 Breakdown (2024)

Category	Emissions (tCO ₂ e)	% of Scope 3
3.1 Purchased Goods & Services	8.143	75%
3.11 Use of Sold Products	976	9%
3.12 End-of-Life Treatment	538	5%
3.3 Fuel- and energy-related activities	449	4%
Other	714	7%

Remarks:

- 75% of Scope 3 emissions stem from procured goods and services, specifically emissions related to the purchasing of professional services and IT products for re-sale (these two together accounting for ~78% of 3.1, and 47% of total scope 3 footprint).
- Though in 2023 the GHG emissions for 3.11 (use of sold products) and 3.12 (end-of-life treatment) were overstated, the emissions coming from the hardware portfolio sold by ICT Group still amounts to a significant emission contribution of 14% spread across both categories.
- The emissions captured in 3.3 (fuel- and energy related activities) are predominantly the downstream result of 1.2 mobile combustion (63%) and 2.1 purchased electricity (20%)
- The 7% of scope 3 emissions labelled Other contains Business travel (3.6), Employee Commuting (3.7) and Waste (3.5).

¹ 2023 Re-stated. For both 3.11 (use of sold products) and 3.12 (end-of-life treatment) there was a formulaic error for the Misc. category that in 2023 overstated the impact which needed to be rectified (-791 tCO₂e).

Reduction Opportunities

- Key Levers for Scope 3 Reduction:
 - Low-Carbon Supplier Selection
 - Grid Electrification
 - Employee Commuting Policy
 - Supplier Engagement

Value Chain Analysis

Smart Supply Chain Analysis

The usage of the Smart Supply Chain was lower than expected. When used, customers are not using the tooling to choose a route with lower CO₂ emissions. This option is not (yet) being used by customers. However, demand is expected to increase again, stimulated by Dutch and European laws and regulations (e.g. CSRD) requiring companies to disclose their CO₂ emissions.

Employee Commuting Analysis

At the end of 2024, a survey was conducted among employees in the Netherlands to gather more information on commuting. For this purpose, the declaration system was adapted to obtain more data, providing more insight into how people travelled to the office and back in a specific week. The response rate was 80%, making the outcome considered representative. For more information, see the CO₂ Chain Analysis Employee Commuting document.

4. Results

CO₂ emission per FTE

The relative CO₂ emission per FTE has decreased with 19,6 %, even though the number of FTE increased in 2024 with 12,4% compared to 2023. This is due to the new policy to work on a 50/50 basis at the office/customer's site or from home and the new mobility policy. Both attribute to lower emissions.

Mobility

The lease car related CO₂ emissions have decreased with 11,2 % compared to 2023. This is due to the new mobility policy, which became effective from 1. July 2021. It states that, as of that moment, only plug-in hybrid or full electric cars can be leased. The percentage of full electric cars have further increased from 39,4% in 2023 to 48,6% in 2024. The total amount of lease cars has increased with 12,0%.

The CO₂ emissions due to usage of public transport has increased with 85,2% and business travel with private cars has increased with 2,7% compared to 2023. The CO₂ emissions due to business flights have decreased with 40,6%.

Buildings

At the end of 2024 the number of offices was 28. However, there were several changes during this year:

- The office of ICT Netherlands BV in Breda moved to another address.
- The office of ICT Additude SE move to another address in Malmo and a second office in Lund has been commissioned.
- Fourtress and Orange NXT moved to the building of ICT Netherlands BV in Eindhoven.
- The 2 offices of InTraffic in Nieuwegein and 1 office of TriOpSys in Utrecht have been added. These are relatively larger offices.

The building-related emissions in 2024 are 55,3% higher than in 2023.

5. Conclusion

Summary

The absolute CO₂ emissions in 2024 have decreased with 9,6% compared to 2023. This is mainly due to usage of more electric lease and PHEV cars. Emissions from business flights also decreased by almost half.

The CO₂ emissions per FTE have decreased with 19,6%. Over 2024 the emission of 1,15 ton is lower than the target of 1,48 CO₂ emission per FTE (lower is better). This is the result of the new hybrid work and mobility policy.

Currently, no extra reduction measures are needed to reach the CO₂ emission reduction targets over the years 2021-2026, based on the CO₂ emissions developments over the year 2024.

Mobility

CO₂ emissions on lease cars per FTE decreased from 0,79 to 0,62 ton CO₂ emissions. This is due to less traveling with the fossil fuelled lease cars and more usage of electric cars. The amount of kWh used for Electric driving has increased with 77,4%.

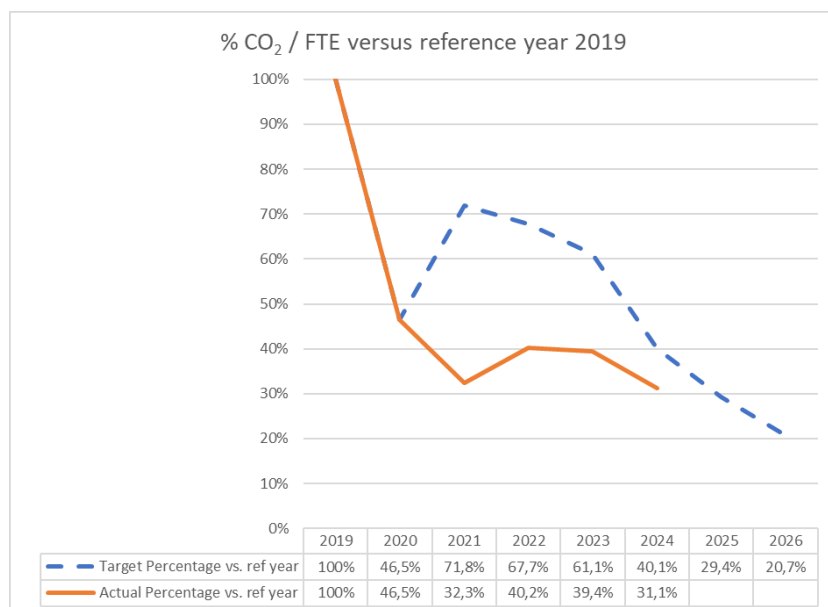
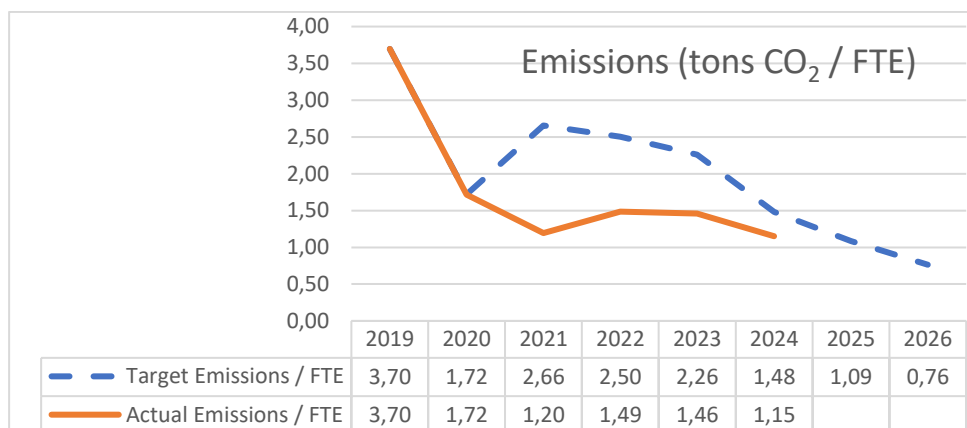
The CO₂ emissions related to business flights have decreased 40,6% in 2024.

Buildings

The total number of offices has increased from 26 in 2023 to 28 offices in 2024. Two entities have moved to bigger offices, and due to merging of entities, 2 offices were closed. A new office in Lund, Sweden was commissioned and the two offices of InTraffic and the TriOpSys office in Utrecht were added. The building related absolute CO₂ emissions have increased in 2024 with 55,3%. This will be further analysed to assess whether additional reduction measures can be taken.

Insights in CO2 emissions target versus actual achieved

The target KPI set in the reduction plan (emissions tons CO₂ / FTE) is indicated by the blue dashed line in the figures below. The emissions per FTE were expected to rise, assuming the impact of the COVID-19 pandemic had stopped in Q2 2022. In contrast, the implementation of the new mobility policy and hybrid working contributed more positively to carbon reduction as expected. This resulted in a 1,15 ton CO₂ emission per FTE which is ahead of the targeted of 1,48 ton CO₂ emission per FTE. Based on this, it can be concluded that the 2024 target has been achieved.



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