



## **Progress report CO<sub>2</sub>-emission reduction ICT Group N.V. 2018**

***ICT stands for green***





## History

Version	Date	Author	Description
1.0	30-04-2019	M.K. van Eesteren	Initial version
1.1	07-05-2019	M.K. van Eesteren	Concept version
1.2	27-06-2019	M.K. van Eesteren	Update following CO <sub>2</sub> Footprint audit

Ref.	Date	Version	Author	Description
1	14-08-2018	3.0	Mark van Eesteren	ICT Group N.V. - Organizational Boundary 2018
2	26-07-2018	3.4	Mark van Eesteren	ICT Group N.V. - CO <sub>2</sub> reduction plan 2017-2020

## Summary

KPI	Actuals 2018	Expectation – based on CO <sub>2</sub> reduction plan 2017 – 2020	Remark if extra reduction measures are necessary?
Total CO <sub>2</sub> -emission in tons per FTE	4,62	4,70	Not applicable.
CO emission Mobility in tons per FTE	4,46	4,04	<p>We started a Mobility project in 2018 in which it is investigated what incentives will work to make care that employees are using the lease car less often and make more use of public transport, carpooling etc.</p> <p>We currently investigate in a work group if the mobility policy can be sharpened with respect to sustainability.</p>
CO <sub>2</sub> emission Buildings in tons per FTE	0,16	0,66	Not applicable.
CO <sub>2</sub> gr/km (actual) - WTW	167	156	<p>We note that the measurement of CO<sub>2</sub> emissions has changed in 2018. On average the CO<sub>2</sub> emission standards has increased with 6,7%. This means that based on the previous CO<sub>2</sub> standards the actual 2018 CO<sub>2</sub> gr/km is 156 (instead of 167). This is in line with the expectation set for 2018.</p> <p>The step-by-step decrease of the norm emission is already planned. The communication that electric vehicles can be leased is enhanced.</p> <p>Based on the new CO<sub>2</sub> standards we have to set new policies in the step-by-step decrease of the norm emission. This investigation is combined with the investigation how the mobility policy can be sharpened also with respect to the use of lease cars.</p>
Decrease in number of km per lease car	4,4% decrease	5% decrease	Not applicable.
Number of public transport kilometres vs. lease car kilometres	0,8%	2%	We currently investigate in a work group if the mobility policy can be sharpened with respect to sustainability. Part of this investigation is whether all employees get a public transport card.
Number of electric vehicles	21	70	The communication that electric vehicles can be leased is enhanced.
Optimise climate installations on each office	2 offices	2-3 offices per year	In the period 2018-2020 we have to increase the number of offices for which the climate installations are and will be optimised.
Installation of smart meters	3 offices	90% offices	Communication with lessors for the installation is started. Furthermore, the installation of the smart meters by electricity network companies is based on a pre-determined time plan.
Generate 10% of our energy consumption on our own by 2020	-	-	In 2019 the business case to install solar panels on the Barendrecht Office will be investigated.

## CO<sub>2</sub> Footprint development 2018 vs. 2017

Scope	CO <sub>2</sub> emission (ton) Q4-2018 YTD	CO <sub>2</sub> emission (ton) Q4-2017 YTD	Diff. % CO <sub>2</sub> emission Q4-2018 YTD vs. Q4-2017 YTD	Q4-2018 YTD % of total CO <sub>2</sub> Footprint	Q4-2017 YTD % of total CO <sub>2</sub> Footprint	Diff. % of total CO <sub>2</sub> Footprint - Q4-2018 YTD vs. Q4-2017 YTD	CO <sub>2</sub> in ton per FTE - Q4-2018 YTD	CO <sub>2</sub> in ton per FTE - Q4-2017 YTD	Diff. % CO <sub>2</sub> in ton per FTE - Q4-2018 YTD vs. Q4-2017 YTD
Scope 1, Lease cars	3.628,36	3.378,94	7,4%	75,3%	73,8%	1,5%	3,482	3,509	-0,8%
Scope 1, Gas	143,24	130,90	9,4%	3,0%	2,9%	0,1%	0,137	0,136	1,1%
<b>Scope 1, Total</b>	<b>3.771,60</b>	<b>3.509,84</b>	<b>7,5%</b>	<b>78,3%</b>	<b>76,7%</b>	<b>1,6%</b>	<b>3,620</b>	<b>3,645</b>	<b>-0,7%</b>
Scope 2, Electricity and e-mobility	-	11,18	-100,0%	0,0%	0,2%	-0,2%	-	0,012	-100,0%
Scope 2, Electricity	-	202,99	-100,0%	0,0%	4,4%	-4,4%	-	0,211	-100,0%
Scope 2, Private cars	472,06	404,60	16,7%	9,8%	8,8%	1,0%	0,453	0,420	7,8%
Scope 2, WKO heating	29,78	50,21	-40,7%	0,6%	1,1%	-0,5%	0,029	0,052	-45,2%
Scope 2, Business flights	536,42	395,15	35,7%	11,1%	8,6%	2,5%	0,515	0,410	25,5%
Scope 2, Public transport	6,75	4,61	46,5%	0,1%	0,1%	0,0%	0,006	0,005	35,4%
<b>Scope 2, Total</b>	<b>1.045,02</b>	<b>1.068,74</b>	<b>-2,2%</b>	<b>21,7%</b>	<b>23,3%</b>	<b>-1,6%</b>	<b>1,003</b>	<b>1,110</b>	<b>-9,6%</b>
<b>Total CO<sub>2</sub> Footprint</b>	<b>4.816,62</b>	<b>4.578,58</b>	<b>5,2%</b>	<b>100,0%</b>	<b>100,0%</b>		<b>4,622</b>	<b>4,754</b>	<b>-2,8%</b>

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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 (since January 2019) 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 CO<sub>2</sub> 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 CO<sub>2</sub> 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 CO<sub>2</sub> 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 to report about the progress of the CO<sub>2</sub> reduction measures. The CO<sub>2</sub> footprint is part of this rapport. ICT Group N.V. is currently certified for level 4 of the CO<sub>2</sub> performance ladder with as base year 2016. The period in which the CO<sub>2</sub> reduction measures must be realised is 2017 to 2020.

## 1.3 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.

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 do not count for ICT. This contains the following aspects:

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, 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 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.

## 1.5 Changes in 2018 compared to 2017

In 2018 the ICT Group N.V. organisation is extended with NedMobiel B.V. and InTraffic B.V. NedMobiel B.V. has one office in Breda and InTraffic has two offices in Nieuwegein. The financial figures of NedMobiel are consolidated in the ICT Group N.V. accounts starting from 1 January 2018. The financial figures of InTraffic are consolidated as from 22 March 2018.

As InTraffic has a CO<sub>2</sub> performance ladder certificate on level 5 ICT has investigated whether InTraffic can still report for the CO<sub>2</sub> performance ladder on their own based on the AC analysis as part of the organizational boundary analysis. Based on the AC analysis as recorded in the organization boundary 2018 document it is concluded that InTraffic does not belong to 80% largest suppliers of ICT Group. Therefore, InTraffic can report the CO<sub>2</sub> performance ladder on his own.

## 1.6 Changes based on version 3.0 CO<sub>2</sub> performance ladder manual

As a consequence of the introduction of the new conversion factors for the year 2015 and business travel with public transport in 2016 the CO<sub>2</sub> 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) CO<sub>2</sub> emissions.



**Table – historic CO<sub>2</sub> emissions**

Year	H1-2011 ICT B.V. <sup>1</sup>	H2-2011 ICT B.V.	H1-2012 ICT B.V.	H2-2012 ICT B.V.	H1-2013 ICT B.V.	H2-2013 ICT B.V.	H1-2014 ICT B.V.	H2-2014 ICT B.V.
CO <sub>2</sub> -emission Old	1951	1951	1880	1868	1798	1866	1863	1826
CO <sub>2</sub> emission New	1.992	1.992	1.913	1.899	1.825	1.889	1.890	1.846
CO <sub>2</sub> -emission total	3.984		3.813		3.714		3.737	

Year	H1-2015 ICT B.V.	H2-2015 ICT B.V.	H1-2016 ICT B.V.	H2-2016 ICT B.V.	2016 ICT N.V.	2017 ICT B.V.	2017 ICT N.V.
CO <sub>2</sub> -emission Old	-	-	-	-	-	-	-
CO <sub>2</sub> emission New	1.670	1.720	1.697	1.852	-	-	-
CO <sub>2</sub> -emission total	3.391		3.548		4.220	3.738	4.579

Year	H1-2018 ICT N.V.	H2-2018 ICT N.V.
CO <sub>2</sub> -emission Old	-	-
CO <sub>2</sub> emission New	2.388	2.429
CO <sub>2</sub> -emission total	4.817	

In all CO<sub>2</sub> emission calculations the CO<sub>2</sub> emissions are based on version 3.0 of the performance ladder manual and the related conversions.

<sup>1</sup> ICT B.V. is abbreviation for ICT Automatisering Nederland B.V.

## 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 lighting – 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 (daylight 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

Nr.	Name	Disclosure	Execution	Execution period	Payback period in years	Measurement type	Status
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.	<p>Introduction and promotion use of</p> <ol style="list-style-type: none"> <li>1. OV Business card</li> <li>2. Skype</li> <li>3. Working at home</li> <li>4. Carpooling.</li> </ol> <p>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.</p>	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 tyres tension are started. This to promote energy efficient driving.	<p>The following campaigns has performed or will be performed:</p> <ol style="list-style-type: none"> <li>1. Athlon Mobility project.</li> <li>2. Stimulate electric vehicles.</li> <li>3. Promote a right tyres tension</li> </ol>	2017-2020	< 1 year	Policy measure	Running

## 2.1 CO<sub>2</sub> reduction projects

Our target on ICT Group N.V. level is CO<sub>2</sub> of reduction of 11% in 2020 compared to 2016. The CO<sub>2</sub> emission equivalent of this reduction percentage is 1.652 ton CO<sub>2</sub>. See the table below for the H1-2018 of the reduction activities.

Nr.	Type	Activity	KPI	2018	Unit	2018 target reduction plan	2018 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	1 office (new Maastricht office)	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 <sup>2</sup>	89 GJ reduction in 2018 (ICT Automatisering B.V offices, Improve and BMA). This is 24.722 kWh. Per m <sup>2</sup> this is 2,49 kWh.	kWh/m <sup>2</sup>	2,49 kWh reduction per m <sup>2</sup>	8,03 kWh increase per m <sup>2</sup>	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

Nr.	Type	Activity	KPI	2018	Unit	2018 target reduction plan	2018 actual	2020 target in % relative to 2016 conform reduction plan
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	100% compensation (2018: 725.354 kWh)	Is on schedule
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 12 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	97 gram/km	gr/km (CO2)	97	98	Is behind 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)	21 full electric lease cars	Is behind 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 %	57% (2017 YTD: 60%)	3% 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 %	20.432 (2017: 21.369)	4,4% decrease	Is behind 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	2018: 168.237 >> 0,8% number of car kilometres	Is behind schedule

Nr.	Type	Activity	KPI	2018	Unit	2018 target reduction plan	2018 actual	2020 target in % relative to 2016 conform reduction plan
12	Mobility	Mobility project will be started to investigate incentives who stimulate economic driving and a sustainable transport choice.	gr/km (CO2)	156	gr/km (CO2)	156	167 <sup>2</sup>	Is on schedule
	Scope 1 + Scope 2	Totaal aan CO <sub>2</sub> -emissie van ICT (gebouwen en vervoer)		4,70	CO <sub>2</sub> ton/FTE	4,70 (-/- 7,4% vs base year)	4,62 (-/- 8,9% vs base year)	Reached

<sup>2</sup> We note that the measurement of CO<sub>2</sub> emissions has changed in 2018. On average the CO<sub>2</sub> emission standards has increased with 6,7%. This means that based on the previous CO<sub>2</sub> standards the 2018 CO<sub>2</sub> gr/km is 156 (instead of 167).

### 3 Disclosure projects

#### 3.1 Reduce installed power indoor lighting (1)

On a natural moment replace defect lamps by TL5 lamps. In 2018 there were no natural moments to place new power indoor lighting.

#### 3.2 On a natural moment – by refurbishment or a new building – placement of the most energy efficient lamps and fittings (LED) (2a)

During 2018 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.

#### 3.3 Change ICT office (2b)

In July 2018 we moved to another Maastricht office which has the EPU label A.

#### 3.4 Investigate and optimise climate installations (3)

During March and April 2019 an investigation is performed to optimise the climate installations of the Oosterhout and Eindhoven offices. The most important conclusions were:

- In the Oosterhout location to less fresh air comes on the floor. This is mainly due to WTW units which are not switched on. This is also confirmed in the conclusions of the CO<sub>2</sub> measurement report in which is stated that the CO<sub>2</sub> values are too high compared to the boundary values.
- Employees must be instructed how the heating/cooling controllers (FCU's) work (Oosterhout location).
- On the Eindhoven office in some call booths on the Eindhoven office no grids are in place meaning no fresh air comes into the call booth.
- In the middle part of the 3th floor of the Eindhoven office there are complaints of extreme heat. The advice is to install heating/cooling controllers.

#### 3.5 We have to create awareness by the personnel to prevent that lighting, cooling and ventilations are unnecessarily remained on (4)

On a regular basis a tour through the offices is made to investigate whether lighting, computers and monitors are turned on. If this is the fact 'notes' will be added to the specific working places. The turning off of lighting, computer and monitors is added to the clean desk policy.

#### 3.6 Consideration if own energy can be generated (5)

The investigation if solar panels can be placed on the roof of the Barendrecht office is performed in H1-2018.

It is possible to install 180 solar panels on the Barendrecht office with a power of 40.500 kWh and a pay-back time of 7 to 8 years. The 40.500 kWh is between 25 and 30% of what our energy consumption is for the Barendrecht office (2018: 153.705 kWh). In 2019 we will investigate whether the business case to place solar panels is solid.

#### 3.7 Registration and monitoring energy consumption (6)

A number of ICT offices already has a smart meter on which on a monthly basis the energy consumption numbers can be read. Furthermore, all offices has to report their energy consumption on a quarterly basis in the sustainability reporting tool Exsion.

The following offices has a smart meter:

- Barendrecht (ICT Automatisering Nederland B.V.).



- Bergen op Zoom (ICT Automatisering Nederland B.V.).
- Deventer, only loading pole (ICT Automatisering Nederland B.V.).
- Dreumel (Raster).
- Eindhoven (ICT Automatisering Nederland B.V.).
- Groningen (ICT Automatisering Nederland B.V.).
- Houten (Buro Medische Automatisering Nederland B.V.).

Requests for a smart meter are running for the Oosterhout and Maastricht offices.

### 3.8 Compensate grey power with purchase green power (7)

Our offices Deventer, Eindhoven, Maastricht, Houten, Sofia, Dreumel and Baarn consume grey power. The offices Oosterhout and Groningen are consuming European green energy which does not count as green energy under the CO<sub>2</sub> performance ladder and the electricity loaded by full electric vehicles counts as grey power. This grey power is compensated with the purchase of green power via guarantees of origin. Over 2018 1.000.000 kWh of green power is purchased which is sufficient to compensate the 725.354 kWh of grey power over the first half year of 2018.

### 3.9 Optimise ventilation setting (8)

See paragraph 3.4.

### 3.10 Investigate if (ICT) equipment is turned on during hours/periods in which this is not necessary (9)

See paragraph 3.5.

### 3.11 Decreasing the norm emission of lease cars on a step-by-step basis (10)

As from April 2016 ICT Automatisering Nederland B.V. has a new lease arrangement for all employees which is based on the norm emissions for the most energy efficient following from the ANWB list with the 10 most energy efficient cars. The average norm emission is decreased on semi-annual to annual basis.

Norm energy-efficient cars (ANWB)	(1-10-2016) gr/km		(1-4-2017) gr/km		(1-10-2017) gr/km	
	Standard	Maximum	Standard	Maximum	Standard	Maximum
Depends on lease tariff						
Gasoline (average norm)	112	128	112	128	112	127
Diesel (average norm)	102	109	102	109	98	109

In 2018 we did not adjust the norm emission of lease cars as new European CO<sub>2</sub> emission tests are currently performed which will result in new CO<sub>2</sub> emission norms. The setting of new norms is part of our investigation to a new mobility policy in which lease cars are an important part.

The driving of an electric vehicle is heavily promoted for example in an electric driving week. The number of full electric lease cars as at 31 December 2018 is 32 electric cars. This is far behind our target at the end of 2018 that 10% of the lease park is full-electric.

### 3.12 Decrease the number of car kilometres and stimulate use of public transport (11)

See paragraph 3.13. Furthermore, employees are able to use an public transport business card to come to the offices or go to clients.

### 3.13 Mobility campaigns (12)

#### 3.13.1 Mobility project to stimulate energy efficient driving

In September 2018 we started a mobility project together with Athlon to investigate which incentives







stimulates employees to drive energy efficient. Incentives which were investigated are:

- A bonus/malus if employees drive energy efficient or not.
- Remunerations when employees are using a(n) (electric) bike or public transport.
- Drive electric.

This in combination with an investigation what employees will do if a budget is provided which employees can use for a mean of transport which is free of choice.

In the first week of the mobility project we concluded the project and the investigation targets were too complex. Therefore, it was decided to stop the mobility project and to focus on the setup of a new mobility arrangement in which the sustainability of the lease car arrangement

### **3.13.2 CO<sub>2</sub> awareness**

On our internal intranet (Yammer!) a lot of discussions is going on with respect to electric driving. For example calculation sheets are published as well as for example new electric cars.

## 4 CO<sub>2</sub> emission footprint ICT Group N.V.

Begin 2019 the CO<sub>2</sub> Footprint over 2018 is determined. This CO<sub>2</sub> footprint is compared to 2017.

Direct and indirect CO <sub>2</sub> -emissions (ton CO <sub>2</sub> )	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Scope 1	3.772	3.510	7,5%
Scope 2	1.045	1.069	-/-2,2%
Total	4.817	4.579	5,2%
Average number of total FTE	1.042	963	8,2%
Total emission per FTE	4,62	4,75	-/-2,7%

Buildings related emissions (ton CO <sub>2</sub> )	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Electricity	0	203	-100%
Heating + WKO	173	181	-4,4%
Total	173	384	-/-55,0%

Buildings related kWh	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Number kWh (before the purchase of green power)	930.435	907.297	2,6%
Number m <sup>2</sup>	14.641	13.994	4,6%
Number kWh per m <sup>2</sup> (before the purchase of green power)	63,60	64,80	-/-1,9%
Number kWh per FTE (before the purchase of green power)	893	942	-/-5,2%

Mobility related emissions (ton CO <sub>2</sub> )	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Lease cars	3.628	3.321	9,2%
Electric vehicles (EV) (after purchase of green power)	0	11	-100%
Business travel with private cars	472	405	16,5%
Public transport	7	7	0%
Business flights	537	392	36,7%
Total	4.644	4.194	10,7%

Number of electric vehicles	21	11	91%
Public transport kilometres	168.237	125.894	33,6%

Norm and actual emission lease cars in gr/km	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Average emission lease cars (norm consumption) (TTW)	91	92	-/-1,1%
Average emission lease cars (actual consumption) (WTW)	167 <sup>3</sup>	159	5,0%

Number kWh electric driving	2018	2017	Increase / (reduction) in % 2018 compared to 2017
Number kWh electric driving	45.519	21.337	113%

<sup>3</sup> We note that the measurement of CO<sub>2</sub> emissions has changed in 2018. On average the CO<sub>2</sub> emission standards has increased with 6,7%. This means that based on the previous CO<sub>2</sub> standards the 2018 CO<sub>2</sub> gr/km is 156 (instead of 167).

## 5 Results and conclusions

### 5.1 Results

#### CO<sub>2</sub> emission per FTE:

The relative CO<sub>2</sub> emission per FTE has decreased with 2,7%. The decrease of the relative CO<sub>2</sub> emission per FTE is mainly due to the decrease in CO<sub>2</sub> emissions related to electricity, WKO heating and gas and a stable CO<sub>2</sub> emission per FTE related to lease cars which compensate increased CO<sub>2</sub> emissions related to business flights and private cars.

#### Mobility:

The lease car related CO<sub>2</sub> emissions has increased with 10,7% compared to the 2017. This increase is mainly due to an increased average FTE number (+8,2%) comparing 2018 vs. 2017. The lease car related CO<sub>2</sub> emissions are stabilizing due to changes in the lease car mix. It is a trend that ICT has less diesel lease cars in the lease cars mix.

With regard to new norm emissions ICT it is visible that the actual emission in grams has increased from 159 gram/km to 167 gram/km, an increase of 5,0%. This increase is less than the average increase of the CO<sub>2</sub> norms being respectively 8,3% for diesel and 5,1% for gasoline.

Another trend is that the number of business flights has increased in 2018 compared to 2017 which results in higher CO<sub>2</sub> emission. This is due to international recruitment activities and an increasing number of flights from and to Strypes.

#### Buildings:

The building related CO<sub>2</sub> emissions has decreased with 55%. This is mainly due to the fact that ICT has less offices with gas related CO<sub>2</sub> emissions and the 100% purchase of green power for the offices which are using grey power.

### 5.2 Conclusion

The absolute CO<sub>2</sub> emissions has increased with 5,2% due to the increase of the number of ICT employees (+8,8%). The CO<sub>2</sub> emissions per FTE has decreased with 2,7%. This reduction is above the CO<sub>2</sub> reduction target of 2% CO<sub>2</sub> emission per FTE over 2018. The absolute CO<sub>2</sub> emission per FTE of 4,62 ton over 2018 is below the targeted CO<sub>2</sub> emission per FTE of 4,70 ton.

Currently no extra reduction measures are needed to reach the CO<sub>2</sub> emission reduction targets over the years 2017-2020 based on the CO<sub>2</sub> 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 CO<sub>2</sub> emission per FTE is close to the targeted CO<sub>2</sub> emission per FTE, the increase of the number of electric cars is not fast enough and we have to promote public transport.

#### Mobility

The CO<sub>2</sub> emissions on lease cars per FTE has stabilized. This is due to the following reasons:

- no new norm emissions were available due to the new European CO<sub>2</sub> tests which resulted in the same lease car policy from a sustainability point of view. This resulted into a stable lease car related CO<sub>2</sub> emissions.
- the number of full electric cars is not increasing fast enough; and
- the lease mix has changed from less diesel cars to more gasoline cars.

During 2018 the promotion of electric driving continued and a new mobility arrangement is discussed internally targeting a more sustainable mobility arrangement.



The CO<sub>2</sub> emissions related to business flights have increased significantly (49%). This is mainly due to business choices made with regard to international recruitment and more flights to Sofia. An action in the next year is to promote energy-efficient flying as there is a list with energy-efficient flight companies and to investigate if our travel website can be adjusted so that only energy-efficient flight companies can be selected.

### **Buildings**

The building related absolute CO<sub>2</sub> emissions has decreased with 55,0%. This is highly influenced by the purchase of green power for all buildings in which we consume grey power. Furthermore, we do not rent the Gorinchem office and the houses in Son en Breugel and Veldhoven anymore which were consuming gas.

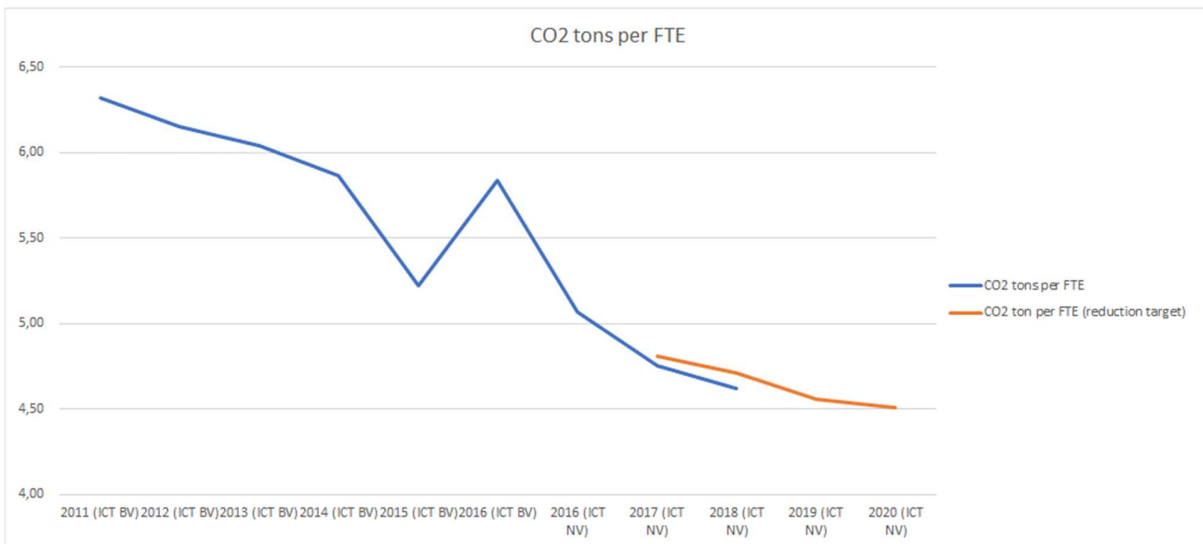
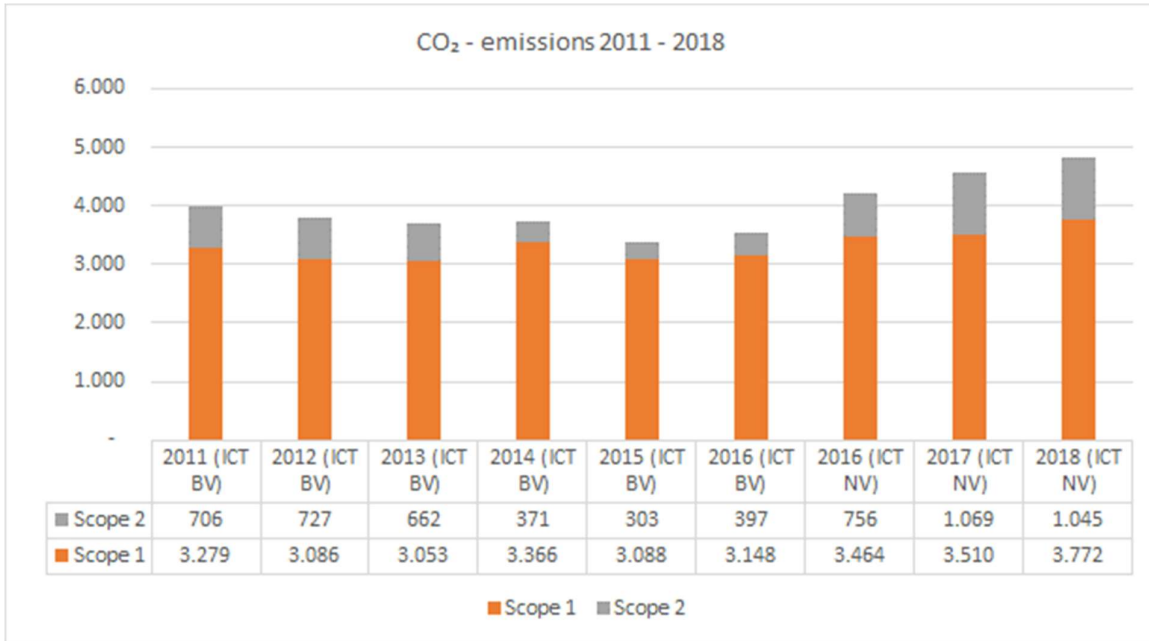
Begin 2019 we have investigated the climate installations of the Oosterhout and Eindhoven offices. This to reduce the electricity and gas consumption. Furthermore, we will actively follow up on the project to install smart meters in all offices, read these smart meters to acknowledge energy consumptions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

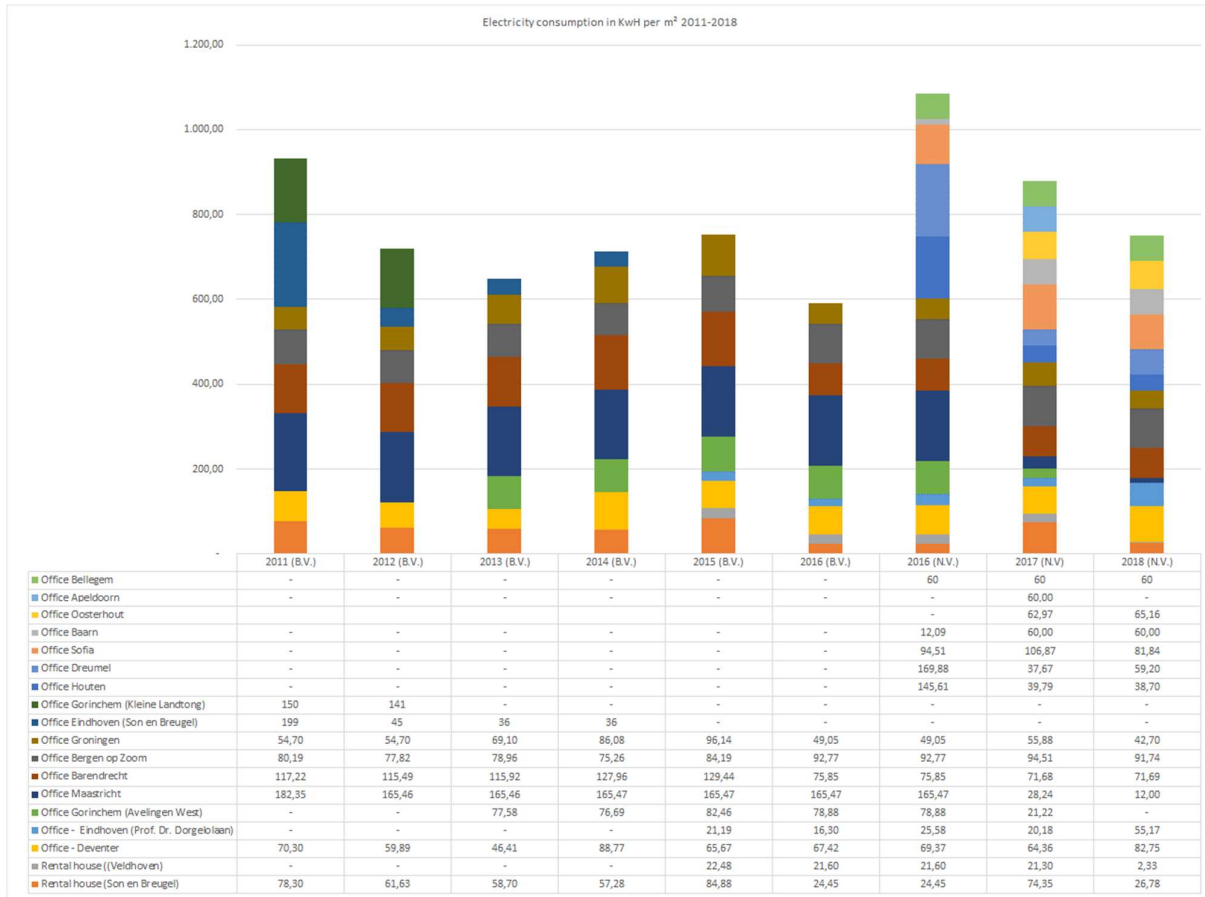


## 6 Authorisation

	Initials	Date
Mark van Eesteren – Financial Controller ICT Group N.V.	_____	27-06-2019 _____
Jan-Willem Wienbelt – Chief Financial Officer ICT Group N.V.	_____	27-06-2019 _____

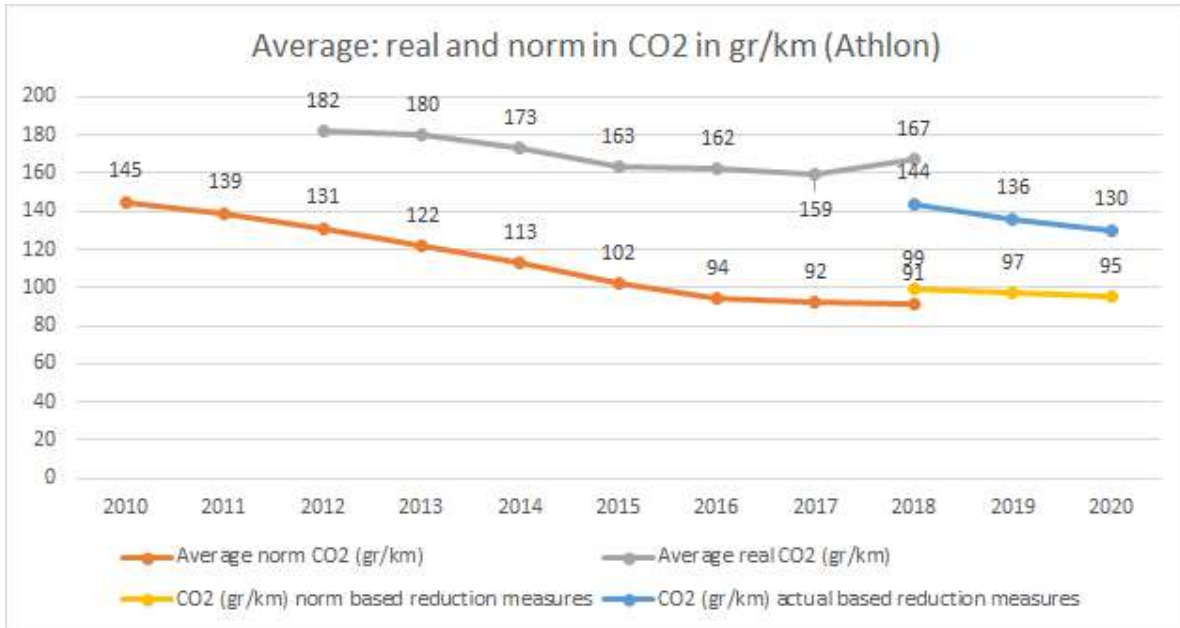
## Appendix A – Various insights in CO<sub>2</sub> emission developments 2011-2018





In the electricity consumption it is striking that the electricity consumption for the Bergen op Zoom and Deventer offices is high in comparison to the other offices.

The reason for the high electricity consumption at the Deventer office is due to the fact that our IT department including servers is accommodated at the Deventer office. The high electricity consumption related to the Bergen op Zoom can be explained by the fact that it is a relatively small office and includes an IT working place.





## Appendix B Reduction plan 2017-2020

Nr.	Type	Name	Disclosure	Office / scope										
1	Buildings	Reduce installed power indoor lighting - conventional lighting	On a natural moment - e.g. defect lighting - replace conventional lighting (TL6) by energy-efficient lamps T5 (with adapter)	All ICT offices										
2	Buildings	Reduce installed power indoor lighting - HF TL to LED (daylight 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 (daylight and/or presence) can be placed.	All ICT offices										
3	Buildings	Optimize climate installation (warming and cooling)	Optimize 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 of ventilations (out side work times) and the shut down of ventilations must be investigated.	All ICT offices										
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.	All ICT offices										
5	Buildings	Own energy generation (electricity) - at least 10%	Consider if solar panels can be placed to generate own energy.	Investigate possibilities. At least 10% use of own energy as lowest limit. The Deventer office is an interesting possibility.										
6	Buildings	Registration and monitoring energy consumption - registration energy consumption data	Monitoring - organize the periodically measurement of energy consumption data of all locations, analyse the results per entity and office and take actions if necessary.	All ICT offices need a smart meter per office or floor. In addition a energy consumption dashboard must be made based on quarter data. The Barendrecht and Ruster work shop already has smart meters. Dashboard will be build by Lettmer consulting.										
7	Buildings	Purchase green power (guarantee of origin)	If grey power is purchased compensate this with the purchase of guarantees of origin.	BMA and Ruster and the ICT BY offices Eindhoven, Deventer and Maastricht does have grey power.										
8	Buildings	Optimize 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.	Doortelhou office										
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.	All ICT offices										
10	Mobility	Sharpen the norm emission of lease cars by a step by-step basis	The emission norm for lease cars will decrease step by step to 95 gram/m. This is based on the ANWB list for energy efficient cars.	Investigate the possibility to have an uniform lease arrangement for each ICT subsidiary.										
11	Mobility	Reducing use of (lease) cars	Reduce number of car kilometers and relative number of lease cars. Stimulate use of public transport, clyps meetings etc.	ICT Group and his subsidiaries										
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.	ICT Group and his subsidiaries										
<b>Quantitative targets</b>														
			<b>Total energy reduction (GJ)/year</b>	<b>Energie-besparing (GJ)/jaar in 2016</b>	<b>Energy-reduction (GJ)/year in 2017</b>	<b>Energie-besparing (GJ)/jaar in 2018</b>	<b>Energie-besparing (GJ)/jaar in 2019</b>	<b>Energy-reduction (GJ)/year in 2020</b>	<b>Total CO2-emission reduction (ton)/year</b>	<b>CO2-emission reduction (ton)/jaar in 2016</b>	<b>CO2-emission reduction (ton)/jaar in 2017</b>	<b>CO2-emission reduction (ton)/jaar in 2018</b>	<b>CO2-emission reduction (ton)/jaar in 2019</b>	<b>CO2-emission reduction (ton)/jaar in 2020</b>
Target buildings			1.731	287	604	1.118	1.570	2.036	28	3	7	12	24	81
Target mobility			5.354	1.217	2.582	3.974	5.354	5.354	473	107	223	351	473	473
<b>Total target</b>			<b>7.085</b>	<b>1.504</b>	<b>3.186</b>	<b>5.092</b>	<b>6.924</b>	<b>7.450</b>	<b>501</b>	<b>110</b>	<b>236</b>	<b>363</b>	<b>496</b>	<b>555</b>
<b>Primary energy consumption &amp; CO<sub>2</sub> emissions</b>			<b>Consumption in GJ/year</b>	<b>Consumption in GJ/year</b>		<b>Consumption in GJ/year</b>			<b>CO<sub>2</sub> emissions/year</b>	<b>CO<sub>2</sub> emissions/year</b>		<b>CO<sub>2</sub> emissions/year</b>		<b>CO<sub>2</sub> emissions/year</b>
Total primary energy consumption & total CO <sub>2</sub> emissions buildings			10.557	10.557	10.557	10.557	10.557	10.557	10.557	558	558	558	558	558
Total primary energy consumption & total CO <sub>2</sub> emissions mobility			59.062	59.062	59.062	59.062	59.062	59.062	4.552	4.552	4.552	4.552	4.552	4.552
Total energy consumption & CO <sub>2</sub> emissions			<b>50.079</b>	<b>50.079</b>	<b>50.079</b>	<b>50.079</b>	<b>50.079</b>	<b>50.079</b>	<b>4.869</b>	<b>4.869</b>	<b>4.869</b>	<b>4.869</b>	<b>4.869</b>	<b>4.869</b>
<b>Relative targets</b>														
Target buildings		relative to the primary energy consumption/CO <sub>2</sub> emissions of buildings	162	52	52	102	142	152	62	12	22	42	72	242
Target mobility		relative to the primary energy consumption/CO <sub>2</sub> emissions of mobility	142	52	72	102	142	142	102	22	52	62	102	102
<b>Total target</b>		relative to the total energy consumption/CO <sub>2</sub> emissions of buildings & mobility	<b>142</b>	<b>52</b>	<b>62</b>	<b>102</b>	<b>142</b>	<b>152</b>	<b>102</b>	<b>22</b>	<b>52</b>	<b>72</b>	<b>102</b>	<b>112</b>

## Appendix C Detailed overview CO<sub>2</sub> emissions 2018 vs. 2017

Company	Description energy sort	2018 YTD - consumption	Unity	Emission factor	2018 YTD CO <sub>2</sub> emission in ton	2017 YTD CO <sub>2</sub> emission in ton	Difference CO <sub>2</sub> emission in ton	Difference % - CO <sub>2</sub> emission in ton	CO2 per FTE	CO2 per FTE	Difference	Difference%	Scope
ICT Group N.V. - company only	Alphabet Gasoline leasecars	127	Liters	2,740	0,35	4,13	-3,78	-92%	0,00	0,00	-0,00	-92%	Scope 1, Lease cars
ICT Group N.V. - company only	Athlon Diesel leasecars	2,477	Liters	3,230	8,00	7,71	0,29	4%	0,01	0,01	-0,00	-4%	Scope 1, Lease cars
ICT Group N.V. - company only	Alphabet Diesel leasecars	2,648	Liters	3,230	8,55	-	8,55	100%	0,01	-	0,01	100%	Scope 1, Lease cars
ICT Group N.V. - company only	Leaseauto e-mobility public in kWh (Guarantee of Origin)	16,622	kWh	-	-	2,69	-2,69	-100%	-	0,00	-0,00	-100%	Scope 2, Electricity and e-mobility
ICT Group N.V. - company only	Privat car with lease with lease compensation	17,513	km	0,220	3,85	-	3,85	100%	0,00	-	0,00	100%	Scope 2, Private cars
ICT Automatisering Nederland B.V.	Athlon gasoline lease cars	257,024	Liters	2,740	704,25	559,17	145,08	26%	0,68	0,58	0,10	16%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century gasoline leasecars	5,861	Liters	2,740	16,06	11,96	-99,00	-86%	0,02	0,12	-0,10	-87%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet gasoline leasecars	65,327	Liters	2,740	179,00	73,97	105,03	142%	0,17	0,08	0,09	124%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century diesel lease cars	28,875	Liters	3,230	93,27	319,38	-226,11	-71%	0,09	0,33	-0,24	-73%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet diesel lease cars	118,198	Liters	3,230	381,78	218,06	163,72	75%	0,37	0,23	0,14	62%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Athlon diesel lease cars	544,620	Liters	3,230	1,759,12	1,788,87	-29,75	-2%	1,69	1,86	-0,17	-9%	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Leaseauto e-mobility public in kWh (Guarantee of Origin)	20,813	kWh	-	-	6,64	-6,64	-100%	-	0,01	-0,01	-100%	Scope 2, Electricity and e-mobility
ICT Automatisering Nederland B.V.	Leaseauto e-mobility offices in kWh (green)	-	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity and e-mobility
ICT Automatisering Nederland B.V.	Electricity usage Green - Groningen (Guarantee of Origin)	19,867	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Oosterhout (Guarantee of Origin)	30,040	kWh	-	-	41,85	-41,85	0%	-	0,04	-0,04	-100%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Rental house Veldhoven (Guarantee of Origin)	93	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Gorinchem (Guarantee of Origin)	-	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green Bergen op Zoom (Guarantee of Origin)	51,376	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Maastricht (Guarantee of Origin)	3,889	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green Barendrecht (Guarantee of Origin)	153,705	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Deventer (Guarantee of Origin)	177,415	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Rental house Son en Breugel (Guarantee of Origin)	1,071	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Eindhoven (Guarantee of Origin)	145,968	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Apeldoorn HTS	-	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Gas usage - Groningen	3,669	m <sup>3</sup>	1,890	6,93	7,09	-0,16	-2%	0,01	0,01	-0,00	-10%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage rental house Veldhoven	245	m <sup>3</sup>	1,890	0,46	3,51	-3,05	-87%	0,00	0,00	-0,00	-88%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Gorinchem	-	m <sup>3</sup>	1,890	-	3,77	-3,77	-100%	-	0,00	-0,00	-100%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Bergen op Zoom	11,767	m <sup>3</sup>	1,890	22,24	20,73	1,51	7%	0,02	0,02	-0,00	-1%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Deventer	15,647	m <sup>3</sup>	1,890	29,57	26,57	3,00	11%	0,03	0,03	0,00	3%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage rental house Son en Breugel	1,863	m <sup>3</sup>	1,890	3,14	5,27	-2,13	-40%	0,00	0,01	-0,00	-45%	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Apeldoorn (HTS)	-	m <sup>3</sup>	1,890	-	4,93	-4,93	-	-	-	-	-	Scope 1, Gas
ICT Automatisering Nederland B.V.	Geothermal heating Barendrecht	575	GJ	25,050	14,40	21,47	-7,07	-143%	0,01	0,01	0,01	170%	Scope 2, WKO heating
ICT Automatisering Nederland B.V.	Geothermal heating Eindhoven	614	GJ	25,050	15,38	28,74	-13,36	-46%	0,01	0,03	-0,02	-51%	Scope 2, WKO heating
ICT Automatisering Nederland B.V.	Privat car with lease with lease compensation	1,919,157	km	0,220	422,21	360,61	61,60	17%	0,41	0,37	0,03	8%	Scope 2, Private cars
ICT Automatisering Nederland B.V.	Public transport (mix)	128,776	km	0,036	4,64	4,61	0,03	1%	0,00	0,00	-0,00	-7%	Scope 2, Public transport
ICT Automatisering Nederland B.V.	Public transport (train)	69,056	km	0,006	0,41	-	0,41	100%	0,00	-	0,00	100%	Scope 2, Public transport
ICT Automatisering Nederland B.V.	Business Flights <700 km	67,636	km	0,297	20,09	22,76	-2,67	-12%	0,02	0,02	-0,00	-18%	Scope 2, Business flights
ICT Automatisering Nederland B.V.	Business Flights 700-2500 km	477,904	km	0,200	95,58	37,74	57,84	153%	0,09	0,04	0,05	134%	Scope 2, Business flights
ICT Automatisering Nederland B.V.	Business Flights >2500 km	1,037,618	km	0,147	152,53	70,64	81,89	116%	0,15	0,07	0,07	100%	Scope 2, Business flights

Company	Description energy sort	2018 YTD - consumption	Unit	Emission factor	Q4-2018 YTD CO <sub>2</sub> emission in ton	Q4-2017 YTD CO <sub>2</sub> emission in ton	Difference CO <sub>2</sub> emission in ton	Difference %- CO <sub>2</sub> emission in ton	CO <sub>2</sub> emission in ton	CO <sub>2</sub> per FTE	Difference	Difference%	Scope
Improve Quality Services B.V.	Century Gasoline lease cars	30.834	Liters	2.740	84.49	91.85	-7.36	-8%	0.08	0.10	-0.01	-15%	Scope 1, Lease cars
Improve Quality Services B.V.	Century Diesel lease cars	10.890	Liters	3.230	35.17	47.58	-12.41	-26%	0.03	0.05	-0.02	-32%	Scope 1, Lease cars
Improve Quality Services B.V.	Century e-mobility (grey)	-	kWh	-	-	1.85	-1.85	-100%	-	0.00	-0.00	-100%	Scope 2, Electricity and e-mobility
Improve Quality Services B.V.	Alphabet Diesel lease cars	2.073	Liters	3.230	6.70	-	6.70	100%	0.01	-	0.01	100%	Scope 1, Lease cars
Improve Quality Services B.V.	Alphabet Gasoline lease cars	373	Liters	2.740	1.01	-	1.01	100%	0.00	-	0.00	100%	Scope 1, Lease cars
Improve Quality Services B.V.	Electricity usage Baarn (guarantee of origin)	8.460	kWh	-	-	4.45	-4.45	-100%	-	0.00	-0.00	-100%	Scope 2, Electricity
Improve Quality Services B.V.	Gas usage Baarn	2.538	m <sup>3</sup>	1.890	4.80	4.79	0.01	0%	0.00	0.00	-0.00	-7%	Scope 1, Gas
Improve Quality Services B.V.	Private car with lease with lease compensation	68.149	km	0.220	14.99	11.57	3.42	30%	0.01	0.01	0.00	20%	Scope 2, Private cars
Improve Quality Services B.V.	Business Flights 700	10.186	km	0.297	3.03	2.04	0.99	48%	0.00	0.00	0.00	37%	Scope 2, Business flights
Improve Quality Services B.V.	Business Flights 700-2500 km	103.768	km	0.200	20.75	-	20.75	100%	0.02	-	0.02	0%	Scope 2, Business flights
Improve Quality Services B.V.	Business Flights >2500 km	11.150	km	0.147	1.64	2.37	-0.73	-31%	0.00	0.00	-0.00	-36%	Scope 2, Business flights
Improve Quality Services B.V.	Public transport (train, taxi)	35.254	km	0.036	1.27	1.27	0.00	0%	0.00	0.00	0.00	100%	Scope 2, Public transport
Raster Beheer B.V. - consolidated	Athlon lease cars - Gasoline	1.250	Liters	2.740	3.43	3.41	0.02	0%	0.00	0.00	-0.00	-7%	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Century lease cars - Gasoline	63	Liters	2.740	0.17	-	0.17	100%	0.00	-	0.00	100%	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Century diesel lease cars	5.945	Liters	3.230	19.20	21.87	-2.67	-12%	0.02	0.02	-0.00	-19%	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Athlon diesel lease cars	7.628	Liters	3.230	24.64	16.30	8.34	35%	0.02	0.02	0.00	24%	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Alphabet diesel lease cars	145	Liters	3.230	0.47	-	0.47	100%	0.00	-	0.00	100%	Scope 1, Lease cars
Raster Beheer B.V. - consolidated	Athlon e-mobility (Guarantee of Origin)	106	kWh	-	-	-	-	200%	-	-	-	200%	Scope 2, Electricity and e-mobility
Raster Beheer B.V. - consolidated	Electricity usage Dremel (guarantee of origin)	41.442	kWh	-	-	13.87	-13.87	-100%	-	0.01	-0.01	-100%	Scope 2, Electricity
Raster Beheer B.V. - consolidated	Gas usage Dreumel	5.366	m <sup>3</sup>	1.890	10.14	5.96	4.18	70%	0.01	0.01	0.00	57%	Scope 1, Gas
Raster Beheer B.V. - consolidated	Private car with lease with lease compensation	62.205	km	0.220	13.69	16.28	-2.59	-16%	0.01	0.02	-0.00	-22%	Scope 2, Private cars
Raster Beheer B.V. - consolidated	Business Flights <700 km	1.456	km	0.297	0.43	-	0.43	100%	0.00	-	0.00	100%	Scope 2, Business flights
Raster Beheer B.V. - consolidated	Business Flights 700-2500 km	9.176	km	0.200	1.84	3.11	-1.27	-41%	0.00	0.00	-0.00	-45%	Scope 2, Business flights
Raster Beheer B.V. - consolidated	Business Flights >2500 km	49.126	km	0.147	7.22	5.19	2.03	39%	0.01	0.01	0.00	29%	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Lease cars - Gasoline	14.611	Liters	2.740	40.03	35.18	4.85	14%	0.04	0.04	0.00	5%	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Lease cars - Diesel	21.984	Liters	3.230	71.01	43.99	27.42	63%	0.07	0.05	0.02	51%	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Terberg e-mobility (Guarantee of Origin)	44	kWh	-	-	-	-	0%	-	-	-	0%	Scope 2, Electricity and e-mobility
Buro Medische Automatisering B.V. - consolidated	Electricity usage Houten (guarantee of origin)	66.338	kWh	-	-	35.88	-35.88	-100%	-	0.04	-0.04	-100%	Scope 2, Electricity
Buro Medische Automatisering B.V. - consolidated	Gas usage Houten	12.630	m <sup>3</sup>	1.890	23.87	23.47	0.40	2%	0.02	0.02	-0.00	-4%	Scope 1, Gas
Buro Medische Automatisering B.V. - consolidated	Electricity usage Belleme (guarantee of origin)	1.320	kWh	-	-	0.69	-0.69	-100%	-	0.00	-0.00	-100%	Scope 2, Electricity
Buro Medische Automatisering B.V. - consolidated	Gas usage Belleme	396	m <sup>3</sup>	1.890	0.75	0.75	-0.00	0%	0.00	0.00	-0.00	-8%	Scope 1, Gas
Buro Medische Automatisering B.V. - consolidated	Private car with lease with lease compensation	17.823	km	0.220	3.88	0.71	3.17	446%	0.00	0.00	0.00	405%	Scope 2, Private cars
Buro Medische Automatisering B.V. - consolidated	Business Flights <700 km	24.004	km	0.297	7.13	6.06	1.07	18%	0.01	0.01	0.00	9%	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights 700-2500 km	74.646	km	0.200	14.93	32.26	-17.33	-54%	0.01	0.03	-0.02	-57%	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights >2500 km	55.850	km	0.147	8.21	-	8.21	100%	0.01	-	0.01	100%	Scope 2, Business flights
Buro Medische Automatisering B.V. - consolidated	Public transport (train, taxi)	36.269	km	0.036	1.31	3.07	-1.76	-57%	0.00	0.00	-0.00	-61%	Scope 2, Public transport
Skypes EOOD	Electricity usage Sofia (guarantee of origin)	202.811	kWh	-	-	106.25	-106.25	-100%	-	0.11	-0.11	-100%	Scope 2, Electricity
Skypes EOOD	Gas usage Sofia	13.619	m <sup>3</sup>	1.890	26.12	24.06	2.06	9%	0.03	0.02	0.00	0%	Scope 1, Gas
Skypes EOOD	Business Flights <700 km	1.008.679	km	0.297	1.38	-1.38	-100%	-	0.00	-0.00	-0.00	-100%	Scope 2, Business flights
Skypes EOOD	Business Flights 700-2500 km	1.008.679	km	0.200	201.74	208.53	-6.79	-3%	0.19	0.22	-0.02	-11%	Scope 2, Business flights
High Tech Solutions B.V.	Lease Gasoline	-	Liters	2.740	-	3.50	-3.50	-100%	-	0.00	-0.00	-100%	Scope 1, Lease cars
High Tech Solutions B.V.	Lease Diesel	-	Liters	3.230	-	30.41	-30.41	-100%	-	0.03	-0.03	-100%	Scope 1, Lease cars
High Tech Solutions B.V.	Private car with lease with lease compensation	-	km	0.220	-	15.43	-15.43	-100%	-	0.02	-0.02	-100%	Scope 2, Private cars
OrangeNXT B.V.	Alphabet - Lease Gasoline	873	Liters	2.740	2.39	-	2.39	100%	0.00	-	0.00	100%	Scope 1, Lease cars
OrangeNXT B.V.	Alphabet - Lease Diesel	898	Liters	3.230	2.90	-	2.90	100%	0.00	-	0.00	100%	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Gasoline	3.274	Liters	2.740	8.97	-	8.97	100%	0.01	-	0.01	100%	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Diesel	12.408	Liters	3.230	40.08	-	40.08	100%	0.04	-	0.04	100%	Scope 1, Lease cars
OrangeNXT B.V.	Private car with lease with lease compensation	14.265	km	0.220	3.14	-	3.14	100%	0.00	-	0.00	100%	Scope 2, Private cars
OrangeNXT B.V.	Public transport (train, taxi)	7.086	km	0.036	0.26	-	0.26	100%	0.00	-	0.00	100%	Scope 2, Public transport
NedMobiel	Alphabet - Lease Gasoline	6.358	Liters	2.740	17.42	-	17.42	100%	0.02	-	0.02	100%	Scope 1, Lease cars
NedMobiel	Alphabet - Lease Diesel	37.123	Liters	3.230	119.91	-	119.91	100%	0.12	-	0.12	100%	Scope 1, Lease cars
NedMobiel	Alphabet e-mobility (Guarantee of Origin)	3.374	kWh	-	-	-	-	100%	-	-	-	100%	Scope 2, Electricity and e-mobility
NedMobiel	Electricity usage	26.820	kWh	0	-	-	-	100%	-	-	-	100%	Scope 2, Electricity
NedMobiel	Gas usage	8.046	m <sup>3</sup>	1.890	15.21	-	15.21	100%	0.01	-	0.01	100%	Scope 1, Gas
NedMobiel	Private car with lease with lease compensation	46.830	km	0.220	10.30	-	10.30	100%	0.01	-	0.01	100%	Scope 2, Private cars
NedMobiel	Public transport (train, taxi)	4.977	km	0.036	0.18	-	0.18	100%	0.00	-	0.00	100%	Scope 2, Public transport