



CO2 Footprint 2020 – ICT Group N.V.

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Author(s): Peter Lamers, Marion Vrisekoop

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ICT Group N.V.

Weena 788

3014 DA Rotterdam

The Netherlands

info@ict.nl

+31 (0)88 908 2000

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Summary

Table 1 Direct (scope 1) and indirect (scope 2 and scope 3) CO₂-emissions of ICT Group N.V. in 2020.

CO ₂ -emissions	ton CO ₂	ton CO ₂ /FTE
Direct emissions (scope 1)	2.071,90	1,57
Indirect emissions (scope 2)	29,68	0,02
Indirect emissions bt (scope 3)	171,93	0,13
Total emissions	2.273,51	1,72

Most of the CO₂ emissions in 2020 were caused by mobility.

Table 2 Total CO₂-emissions ICT Group N.V. 2020.

Building related emissions	Scope	ton CO₂	% CO₂-footprint	ton CO₂/FTE
Electricity	2	-	0,0%	-
Heating (incl. WKO heating)	1&2	208,11	9,2%	0,16
Total building related emissions	1&2	208,11	9,2%	0,16
Mobility emissions	Scope	ton CO₂	% CO₂-footprint	ton CO₂/FTE
Lease cars + e-mobility	1&2	1.893,47	83,3%	1,43
Private cars of employees	3	88,39	3,9%	0,07
Business travel - flights	3	70,22	3,1%	0,05
Public transport	3	13,31	0,6%	0,01
Total mobility emissions	1, 2 & 3	2.065,40	90,8%	1,56

1. Introduction

ICT Group profile

ICT Group N.V. (ICT) is a leading European industrial technology solutions provider. ICT Group offers its clients project-based and managed services as well as consultancy, training, software development and recruitment & staffing services.

ICT Group has identified the areas in which its range of expertise has the highest impact and where the solutions it offers provide the highest added value for customers. This approach enables us to further enhance our technological expertise and innovative capabilities in our focus areas: Industries, Public & Infra and Industry-specific software solutions.

Our Industries solutions serve the automotive, manufacturing, high-tech, food, chemicals & pharma, oil & gas and logistics industries. Our Public & Infra solutions are focused on water, rail and road infrastructure as well as public transport and mobility.

Across all industries ICT Group offers proprietary industry-specific software solutions, including its own cloud-based platform for IoT, digital transformation and artificial intelligence.

ICT Group N.V. has a presence in the Netherlands, Belgium, Bulgaria, France, Germany and Sweden.

Corporate social responsibility

In the past few years sustainability has become more prominent in our day-to-day activities. ICT is very much aware of its responsibility and the many roles it fulfils as an employer, supplier, customer and business partner. Having sustainable business operations is an integral part of our drive to make the world a little smarter every day. This is explicitly and implicitly linked to our Corporate Social Responsibility strategy and embedded in our Code of Conduct.

ICT has defined the following spearheads to execute its Corporate Social Responsibility strategy:

- Promoting sustainable employability
- Maintaining a high standard of ethics and business integrity
- Enhancing sustainable innovation
- Reducing our environmental footprint and that of the world

Active sustainability policy

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.

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

CO₂-Footprint

In this document the CO₂-Footprint of ICT Group is documented based on paragraph 7.3 of the NEN ISO14064-1, the GHG protocol and the Handbook CO₂ Performance Ladder version 3.1 of 22 June 2020.

2. Organization and operational boundaries

In this chapter an overview of the organization and operational boundaries related to the CO₂-Footprint of ICT are recorded.

2.1. Organizational Boundary

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

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

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

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. The organizational boundary is defined in document Organizational Boundary 2020 ICT Group N.V. version 5.0 19-10-2020. The table below is a summary of the companies and associates of ICT Group N.V.

When the GHG is indicated at 100% the CO₂-emissions are included in this footprint.

Company	Location	Ownership	Financial control	GHG
ICT Group N.V.	Rotterdam	100%	Yes	100%
ICT Netherlands B.V.	Barendrecht, Bergen op Zoom, Deventer, Dreumel, Eindhoven 1, Groningen, Maastricht, Oosterhout, Rotterdam	100%	Yes	100%
ICT Belgium BV	Aartselaar	100%	Yes	0%
ICT Germany GmbH	Ismaning 2	100%	Yes	0%
Improve Quality Services B.V.	Eindhoven 1, Baarn	100%	Yes	100%
InTraffic B.V.	Nieuwegein	100%	Yes	0%

Company	Location	Ownership	Financial control	GHG
ICT Healthcare Technology Solutions B.V.	Houten	100%	Yes	100%
ICT Healthcare Technology Solutions Belgium BV	Bellegem	100%	Yes	100%
ICT Healthcare Technology Solutions France SAS	-	100%	Yes	0%
OrangeNXT B.V.	Eindhoven 2	100%	Yes	100%
ICT Motar B.V.	Barendrecht	51%	Yes	100%
CIS Solutions GmbH	Ismaning 1	66%	Yes	100%
Innocy B.V.	Breda, Breukelen	100%	Yes	100%
Additude AB & Subsidiaries	Malmo	70,55%	Yes	100%
Additude B.V.	Eindhoven 1	100%	Yes	100%
Esprit Management & IT Services B.V.	Eindhoven 1	100%	Yes	100%
ICT Indusoft B.V.	Rotterdam	100%	Yes	0%
Turnn B.V.	Nieuwegein	100% ¹	Yes	100%
ICT Nearshoring B.V.	Rotterdam	100%	Yes	0%
Strypes EOOD	Sofia 1	100%	Yes	100%
Kodar EOOD	Plovdiv	100%	Yes	100%
UP2 Technology EOOD	Sofia 2	100%	Yes	100%
ICT Participations B.V.	Barendrecht	100%	Yes	0%
SpringRivet & Subsidiaries	Amsterdam 1	20%	No	0%
GreenFlux Assets B.V.	Amsterdam 2	19,57%	No	0%
LogicNets Inc. & Subsidiaries	Washington	20%	No	0%

¹ Building related emissions in Nieuwegein are included in the footprint of InTraffic, therefore not part of this footprint.

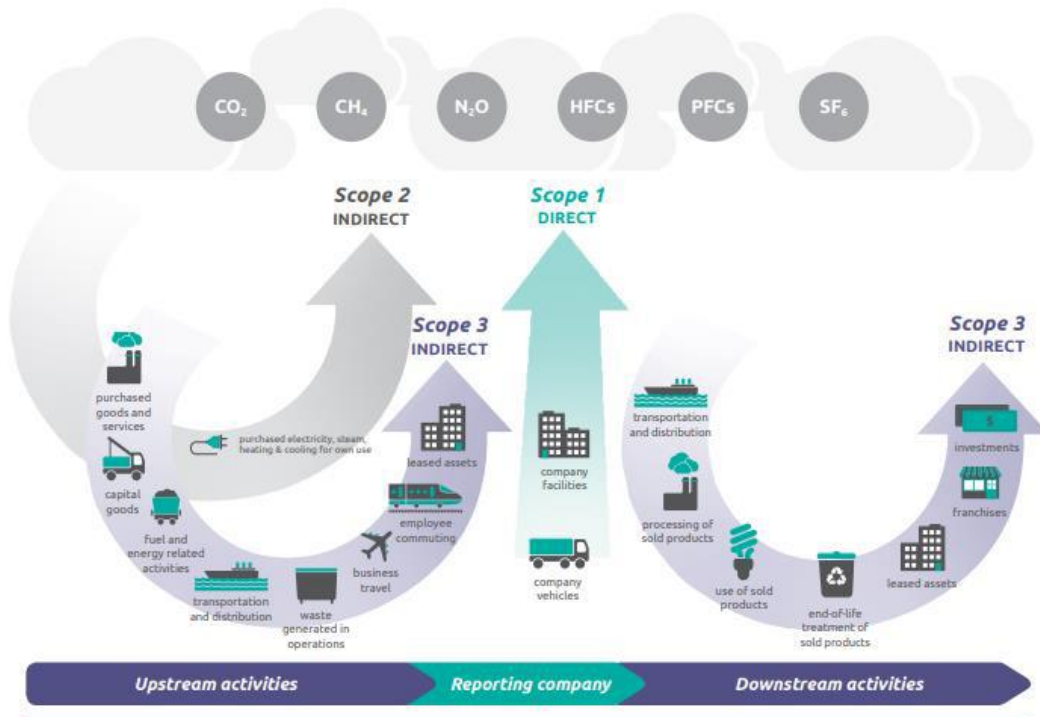


Figure 1 scope diagram

Figure 1 explains the scopes based on the CO₂-performance ladder manual.

This footprint reports on the scope 1, scope 2 and scope 3 business travel emissions of ICT Group N.V.

Categorie	Emissieactiviteiten	Scope
Buildings	Gas, used for heating/cooling buildings	Scope 1
	Electricity consumption	Scope 2
	WKO heating, used for heating/cooling buildings	Scope 2
Mobility	Business travel:	
	o Lease and rental cars (electric)	Scope 2
	o Lease and rental cars (fossil fuel)	Scope 1
Business travel	o Business flights	Scope 3
	o Business travel with own transport (private car)	Scope 3
	o Public transportation	Scope 3

3. Exclusions and verification

In paragraph 9.3 of ISO 14064-1:2018 a number of aspects are recorded which do not apply to ICT. This contains 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 2016 is the reference year.
n	explanation of any change to quantification approaches previously used (6.2);	This is not relevant, as 2016 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 ISO 14064-1:2018 are included in this rapport and all data is verified by the responsible CO₂ manager.

4. Responsible employees

ICT Group's CO₂ manager is responsible to update the CO₂-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 CO₂-footprint.
- d. Reporting of the CO₂-footprint.
- e. Internal and external communication.

The Chief Financial Officer of ICT Group N.V. has ultimate responsibility for the sustainability policies.

5. Reporting period and reference year

This document provides an overview of the CO₂-Footprint of ICT Group N.V. for the year 2020. For a description of the organizational boundary, see chapter 2.

The reference year of ICT Group N.V. is 2016. Pre 2016 the reference year was 2011 with respect to ICT Netherlands B.V. The reference 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 reference year, the following companies are added in the ICT Group N.V. CO₂ Footprint:

Scope	Reference year	Added in footprint of	Reflected in Reference year 2016?
ICT Group N.V. Including: <ul style="list-style-type: none"> • ICT Automatisering B.V. • Improve Quality Services B.V. • Strypes • Raster • Buro Medische Automatisering • OrangeNXT B.V. 	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
CIS Solutions GmbH	n/a	2019	No
Kodar	n/a	2019	No
Additude	n/a	2019	No
BNV Mobility	n/a	2019	No
Proficium	n/a	2019	No
Innocy (as of 1 Oct 2020 merging NedMobiel B.V. and Proficium B.V.)	n/a	2020	No
TURNN B.V.	n/a	2020	No

For additional information on the entities see chapter 2.1.

The planning period for taking CO₂ reduction measures is 2017 until 2020. For the CO₂ reduction measures see the CO₂ reduction plan 2017-2020 of ICT Group N.V.

6. Methodology and uncertainties

The approach of collecting and processing data in the CO₂ Management application is described in the document 'Protocol Invulling CO₂-Management applicatie.docx'. The conversion factors to determine the CO₂ emissions are based on the CO₂ Performance Ladder handbook version 3.1 and the lists recorded on <http://www.co2emissiefactoren.nl/>.

6.1. Data collection

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.

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.

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.

Lease cars

CO₂ 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.

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.

e-Mobility

The electricity consumption of electronic cars is based on the electricity usage for each charging station of ICT (office or private address) and charging stations else where. The electricity consumption is measured by the lease company for each individual car.

Business flights

Business flights apply to ICT Group N.V.. The flight distances are based on the website www.travelmath.com. The distance of each single flight is used to determine which CO₂ conversion factor is used to calculate the CO₂ emission.

Public Transport

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

6.2. Emission factors

CO₂-emissions are calculated based on the CO₂-Performance Ladder handbook version 3.1 and the pre-described CO₂-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 and Alphabet based on their lease administrations in Excel sheets on a quarterly basis.

CO₂-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 CO₂ emission. The declared costs are recorded in the salary administration.

CO₂-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.

CO₂-emissions from the use of electric 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 GVO's.

CO₂-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 CO₂-emissions is related to the inaccuracy of the data from the various activities and the related CO₂-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: Data collection 2020 the total CO₂-emissions for each activity and location are reported. The data underlying the CO₂-emissions are based on the CO₂ 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. Scope 1, scope 2 and scope 3 (Business travel) emissions

Table 3 reports the emissions grouped by scope.. The data underlying this division is based on financial controller's CO₂ management tool.

Table 3 CO₂-Footprint grouped by scope

Scope	CO ₂ emission (ton) 2020	% of total CO ₂ Footprint
Scope 1, Lease cars	1.893,47	83,3%
Scope 1, Gas	178,43	7,8%
Scope 1, Total	2.071,90	91,1%
Scope 2, Electricity and e-mobility	-	0,0%
Scope 2, Electricity	-	0,0%
Scope 2, WKO heating	29,68	1,3%
Scope 2, Total	29,68	1,3%
Scope 3, Public transport	13,31	0,6%
Scope 3, Private cars	88,39	3,9%
Scope 3, Business flights	70,22	3,1%
Scope 3, Total	171,93	7,6%
Total CO₂ Footprint	2.273,51	100,0%

7.3. Building and mobility emissions

Buildings

Table 4 shows the emissions for the various ICT Group offices and an overview of the direct and indirect emissions. The emissions are reported for natural gas, WKO heating and electricity (where applicable).

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

Office	Entity	Electricity ton CO ₂	Gas ton CO ₂	WKO Heating ton CO ₂	Total emission ton CO ₂
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	13,43	13,43
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	16,26	16,26
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	-
Ismaning	CIS Solutions	-	7,65	n/a	7,65
Total		-	194,76	29,68	224,45

Mobility

In Table 5 shows the mobility emissions.

Table 5 CO₂-emission mobility.

Mobility emissions	Scope	ton CO ₂
Lease cars + e-mobility	1&2	1.893,47
Private cars of employees	3	88,39
Business travel - flights	3	70,22
Public transport	3	13,31
Total mobility emissions	1, 2 & 3	2.065,40

8. Conclusion

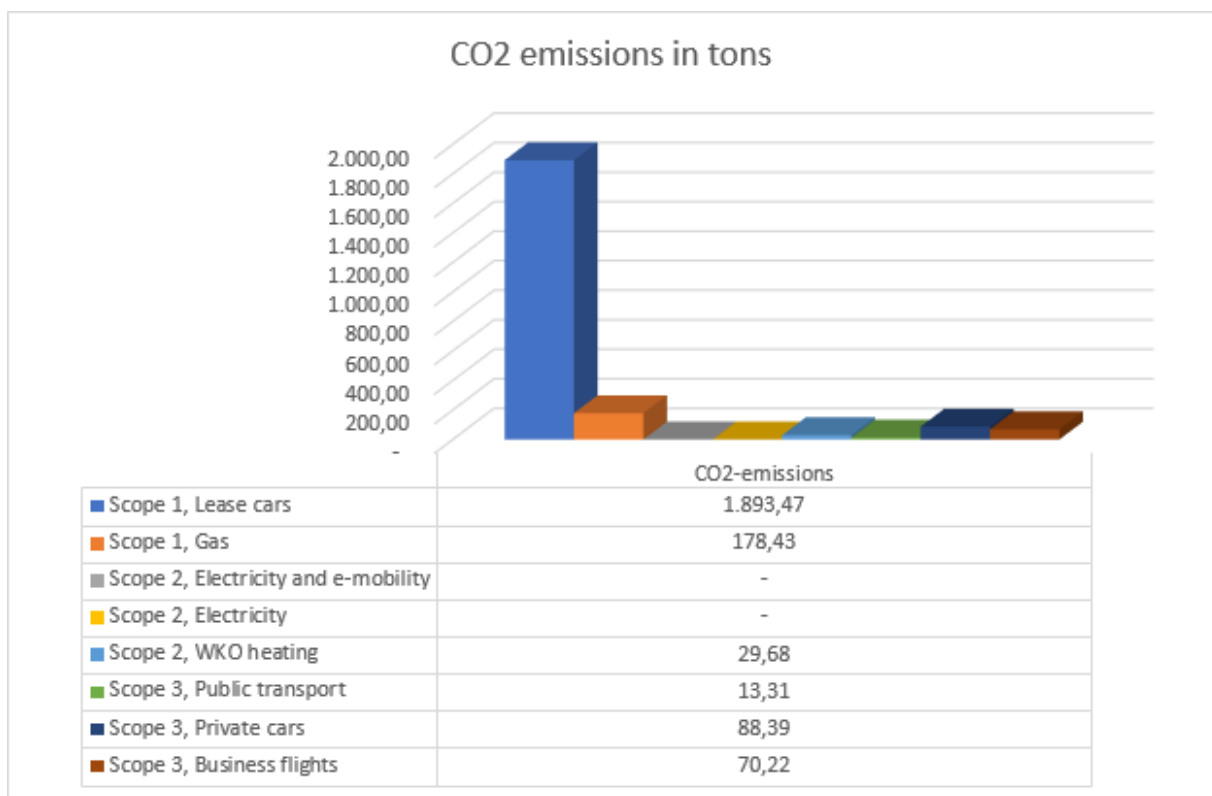
This document reports the CO₂-Footprint of ICT Group N.V. over the year 2020.

The total CO₂-Footprint of ICT Group N.V. in 2020 is 2.273,51 ton CO₂ which is, for the most part, due to mobility and especially the usage of lease cars. Therefore, the main emphasis to reduce CO₂-Footprint of ICT Group N.V. will be to continue to focus on promoting and providing additional subsidies for leasing electric cars.

Due to the COVID-19 travel restrictions and the emphasis on working from home, proved to be a good way of working. A new work-from-home policy is being developed for ICT Group N.V. to stimulate and better facilitate working from home after the pandemic is over.

But also in the other categories, ICT Group N.V. is looking for opportunities to reduce the CO₂-Footprint. An example is our new headquarters in Rotterdam which is a innovative building (energy wise) and located very close to public transportation. The low emission characteristics was one of the considerations to choose for this location.

This results in the following overview of the CO₂-Footprint of ICT Group N.V.:



9. Authorisation

	<u>Signature</u>	<u>date</u>
Peter Lamers – QHSE Manager ICT Group N.V.		<u>07-07-2021</u>
Jan Willem Wienbelt – Chief Financial Officer ICT Group N.V.		<u>07-07-2021</u>

10. Attachment 1: Data collection 2020

Company	Description energy sort	Q4-2020 YTD - consumption	Unity	Emission factor	Q4-2020 YTD CO ₂ emission in ton	Scope
ICT Group N.V. - company only	Alphabet Diesel leasecars	2.171	Liters	3,230	7,01	Scope 1, Lease cars
ICT Group N.V. - company only	Leaseauto e-mobility public in kWh (Guarantee of Origin)	10.394	kWh	-	-	Scope 2, Electricity and e-mobility
ICT Group N.V. - company only	Privat car with lease with lease compensation	2.946	km	0,195	0,57	Scope 3, Private cars
ICT Group N.V. - company only	Business Flights <700 km	11.444	km	0,297	3,40	Scope 3, Business flights
ICT Group N.V. - company only	Business Flights 700-2500 km	3.122	km	0,200	0,62	Scope 3, Business flights
ICT Group N.V. - company only	Business Flights >2500 km	-	km	0,147	-	Scope 3, Business flights
ICT Automatisering Nederland B.V.	Athlon gasoline lease cars	194.285	Liters	2,740	532,34	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century gasoline leasecars	-	Liters	2,740	-	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet gasoline leasecars	80.139	Liters	2,740	219,58	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Century diesel lease cars	-	Liters	3,230	-	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Alphabet diesel lease cars	65.025	Liters	3,230	210,03	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Athlon diesel lease cars	161.810	Liters	3,230	522,65	Scope 1, Lease cars
ICT Automatisering Nederland B.V.	Leaseauto e-mobility public in kWh (Guarantee of Origin)	624.510	kWh	-	-	Scope 2, Electricity and e-mobility
ICT Automatisering Nederland B.V.	Electricity usage Green - Groningen (Guarantee of Origin)	39.409	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Oosterhout (Guarantee of Origin)	18.667	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Bergen op Zoom (Guarantee of Origin)	36.126	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Maastricht (Guarantee of Origin)	2.434	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Barendrecht (Guarantee of Origin)	136.707	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Deventer (Guarantee of Origin)	144.380	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Eindhoven (Guarantee of Origin)	100.226	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Green - Rotterdam (Guarantee of Origin)	33.542	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Electricity usage Dreumel (guarantee of origin)	19.292	kWh	-	-	Scope 2, Electricity
ICT Automatisering Nederland B.V.	Gas usage Dreumel	2.828	m3	1,890	5,34	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Groningen	3.928	m3	1,890	7,42	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Bergen op Zoom	9.662	m3	1,890	18,26	Scope 1, Gas
ICT Automatisering Nederland B.V.	Gas usage - Deventer	13.125	m3	1,890	24,81	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	138.615	km	0,195	27,03	Scope 3, Private cars
ICT Automatisering Nederland B.V.	Public transport (mix)	70.000	km	0,036	2,52	Scope 3, Public transport
ICT Automatisering Nederland B.V.	Public transport (train)	40.000	km	0,006	0,24	Scope 3, Public transport
ICT Automatisering Nederland B.V.	Business Flights <700 km	17.500	km	0,297	5,20	Scope 3, Business flights
ICT Automatisering Nederland B.V.	Business Flights 700-2500 km	69.829	km	0,200	13,97	Scope 3, Business flights
ICT Automatisering Nederland B.V.	Business Flights >2500 km	82.311	km	0,147	12,10	Scope 3, Business flights

Improve Quality Services B.V.	Century Gasoline leasecars	10054	Liters	2,740	27,55	Scope 1, Lease cars
Improve Quality Services B.V.	Century Diesel leasecars	4899	Liters	3,230	15,82	Scope 1, Lease cars
Improve Quality Services B.V.	Century e-mobility (grey)	42962	kWh	-	-	Scope 2, Electricity and e-mobility
Improve Quality Services B.V.	Alphabet Diesel leasecars	-	Liters	3,230	-	Scope 1, Lease cars
Improve Quality Services B.V.	Alphabet Gasoline leasecars	-	Liters	2,740	-	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	41.594	km	0,195	8,11	Scope 3, Private cars
Improve Quality Services B.V.	Business Flights 700	0	km	0,297	-	Scope 3, Business flights
Improve Quality Services B.V.	Business Flights 700-2500 km	0	km	0,200	-	Scope 3, Business flights
Improve Quality Services B.V.	Business Flights >2500 km	0	km	0,147	-	Scope 3, Business flights
Improve Quality Services B.V.	Public transport (train, taxi)	5215	km	0,036	0,19	Scope 3, Public transport
Buro Medische Automatisering B.V. - consolidated	Leasecars - Gasoline	43.599	Liters	2,740	119,46	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Leasecars - Diesel	20.636	Liters	3,230	66,65	Scope 1, Lease cars
Buro Medische Automatisering B.V. - consolidated	Terberg e-mobility (Guarantee of Origin)	32.386	kWh	-	-	Scope 2, Electricity and e-mobility
Buro Medische Automatisering B.V. - consolidated	Electricity usage Houten (guarantee of origin)	54.875	kWh	-	-	Scope 2, Electricity
Buro Medische Automatisering B.V. - consolidated	Gas usage Houten	15.883	m3	1,890	30,02	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	192.251	km	0,220	42,30	Scope 3, Private cars
Buro Medische Automatisering B.V. - consolidated	Business Flights <700 km	13.804	km	0,297	4,10	Scope 3, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights 700-2500 km	11.692	km	0,200	2,34	Scope 3, Business flights
Buro Medische Automatisering B.V. - consolidated	Business Flights >2500 km	34.480	km	0,147	5,07	Scope 3, Business flights
Buro Medische Automatisering B.V. - consolidated	Public transport (train, taxi)	16.086	km	0,036	0,58	Scope 3, Public transport
Strypes EOOD	Electricity usage Sofia (guarantee of origin)	147.459	kWh	-	-	Scope 2, Electricity
Strypes EOOD	Gas usage Sofia	16.914	m3	1,890	31,97	Scope 1, Gas
Strypes EOOD	Business Flights <700 km	-	km	0,297	-	Scope 3, Business flights
Strypes EOOD	Business Flights 700-2500 km	100.440	km	0,200	20,09	Scope 3, Business flights
Kodar	Electricity usage Plovdiv (guarantee of origin)	12.397	kWh	-	-	Scope 2, Electricity
OrangeNXT B.V.	Alphabet - Lease Gasoline	4.566	Liters	2,740	12,51	Scope 1, Lease cars
OrangeNXT B.V.	Alphabet - Lease Diesel	2.018	Liters	3,23	6,52	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Gasoline	8.614	Liters	2,740	23,60	Scope 1, Lease cars
OrangeNXT B.V.	Athlon - Lease Diesel	2.241	Liters	3,23	7,24	Scope 1, Lease cars
OrangeNXT B.V.	Leaseauto e-mobility public in kWh (Guarantee of Origin)	9.411	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	3.725	km	0,195	0,73	Scope 3, Private cars
OrangeNXT B.V.	Public transport (train, taxi)	266	km	0,036	0,01	Scope 3, Public transport
OrangeNXT B.V.	Business Flights <700 km	2.578	km	0,297	0,77	Scope 3, Business flights
OrangeNXT B.V.	Business Flights 700-2500 km	-	km	0,200	-	Scope 3, Business flights
OrangeNXT B.V.	Business Flights >2500 km	-	km	0,147	-	Scope 3, Business flights
NedMobiel	Alphabet - Lease Gasoline	11.270	Liters	2,74	30,88	Scope 1, Lease cars
NedMobiel	Alphabet - Lease Diesel	14.126	Liters	3,23	45,63	Scope 1, Lease cars
NedMobiel	Athlon - Lease Diesel	1.205	Liters	4,23	5,10	Scope 1, Lease cars
NedMobiel	Alphabet e-mobility (Guarantee of Origin)	2.012	kWh	-	-	Scope 2, Electricity and e-mobility
NedMobiel	Electricity usage (Guarantee of Origin)	3.853	kWh	-	-	Scope 2, Electricity
NedMobiel	Gas usage	7.000	m3	1,890	13,23	Scope 1, Gas
NedMobiel	Privat car with lease with lease compensation	4.500	km	0,195	0,88	Scope 3, Private cars
NedMobiel	Public transport (train, taxi)	35.446	km	0,036	1,28	Scope 3, Public transport
Additude	Electricity usage Additude (guarantee of origin)	35.524	kWh	-	-	Scope 2, Electricity
Additude	Gas usage	5.327	m3	1,890	10,07	Scope 1, Gas
Additude	Number of lease kilometers	13.151	km	0,195	2,56	Scope 1, Lease cars
Additude	Privat car with lease with lease compensation	44.574	km	0,195	8,69	Scope 3, Private cars
Additude	Business Flights <700 km	8.676	km	0,297	2,58	Scope 3, Business flights
Additude	Business Flights 700-2500 km	-	km	0,200	-	Scope 3, Business flights
Additude	Public transport (train, taxi)	28.958	km	0,036	1,04	Scope 3, Public transport
Proficium	Lease gasoline	5.193	Liters	2,74	14,23	Scope 1, Lease cars
Proficium	Lease diesel	2.634	Liters	3,23	8,51	Scope 1, Lease cars
Proficium	Lease - electricity	6.595	kWh	-	-	Scope 2, Electricity and e-mobility
Proficium	Electricity usage (Guarantee of Origin)	19.377	kWh	-	-	Scope 2, Electricity
Proficium	Gas usage	1.252	m3	1,890	2,37	Scope 1, Gas
Proficium	Public transport (train, taxi)	204.585	km	0,036	7,37	Scope 3, Public transport
BNV	Electricity usage (Guarantee of Origin)	-	kWh	-	-	Scope 2, Electricity
BNV	Gas usage Breda	-	m3	-	-	Scope 1, Gas
BNV	Privat car with lease with lease compensation	-	km	-	-	Scope 3, Private cars
TURNN	Number of lease kilometers	-	km	0,195	-	Scope 1, Lease cars
TURNN	E-mobility	12.206	km	-	-	Scope 2, Electricity and e-mobility
TURNN	Privat car with lease with lease compensation	445	km	0,195	0,09	Scope 3, Private cars
TURNN	Public transport (train, taxi)	2.529	km	0,036	0,09	Scope 3, Public transport
ICT Belgium BV	Electricity usage Antwerpen (guarantee of origin)	2.250	kWh	-	-	Scope 2, Electricity
ICT Belgium BV	Gas usage Antwerpen	675	m3	-	-	Scope 1, Gas
ICT Belgium BV	Business Flights 700-2500 km	-	km	-	-	Scope 3, Business flights
CIS	Number of lease kilometers	80.000	km	0,195	15,60	Scope 1, Lease cars
CIS	Electricity usage (Guarantee of Origin)	24.180	kWh	-	-	Scope 2, Electricity
CIS	Gas usage Breda	7254	m3	1,890	13,71	Scope 1, Gas

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ICT Group N.V.
Weena 788
3014 DA Rotterdam
The Netherlands

P +31 (0)88 908 2000
F +31 (0)88 908 2500
E info@ict.nl
W www.ictgroup.eu