



# Progress report CO<sub>2</sub> Emission Reduction ICT Group B.V.

H1-2023

Classification: Public  
Version: 1.0

**Report title:** Progress Report CO2 Emission Reduction – ICT Group B.V.

**Author(s):** P. Lamers, M. Vrisekoop

**Document code:** CO2\_Progress\_Report\_ICT\_Group\_BV\_YTD\_H1\_2023

**Version:** 1.0

**Date:** 08-01-2024

**ICT Group B.V.**  
Kopenhagen 9  
2993 LL Barendrecht  
The Netherlands

info@ict.nl  
+31 (0)88 908 2000

## Contents

<b>Contents</b>	<b>3</b>
<b>History</b>	<b>4</b>
<b>1. Introduction</b>	<b>5</b>
1.1. Responsible	5
1.2. Reference year	5
1.3. Organizational Boundary	6
1.4. Exclusions and verification	6
1.5. References	7
1.6. Changes based on CO <sub>2</sub> Performance Ladder manual.	7
1.7. Footprint development 2022 vs 2023	7
<b>2. Reduction measures 2021-2026</b>	<b>9</b>
<b>3. CO<sub>2</sub> emission footprint ICT Group B.V.</b>	<b>12</b>
<b>4. Results and conclusions</b>	<b>13</b>
4.1. Results	13
4.2. Conclusion	13
<b>Insights in CO<sub>2</sub> emission</b>	<b>15</b>

## History

Version	Date	Author	Description
0.1	10-11-2023	M. Vrisekoop	Initial version
0.2	12-12-2023	M. Vrisekoop	Review comments processed
0.3	02-01-2024	M. Vrisekoop	Last adjustments
1.0	08-01-2024	M.Vrisekoop	Final version

---

## Distribution

Version	Date	To	Company
---------	------	----	---------

## 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, 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 significant contribution to 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 participation in the ‘SKAO CO<sub>2</sub>-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 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 2021-2026.

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 CO<sub>2</sub> reduction measures. The CO<sub>2</sub> footprint is part of this rapport. ICT Group B.V. is currently certified for level 4 of the CO<sub>2</sub> Performance ladder with as reference year 2019.

### 1.3. Organizational Boundary

In the CO<sub>2</sub>-Performance Ladder handbook is described that the organizational boundary should be chosen in such a way 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 B.V. see the document Organizational boundary [ref 1].

### 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 <sub>2</sub> emissions and removals are treated in the GHG inventory and the relevant biogenic CO <sub>2</sub> emissions and removals quantified separately in tonnes of CO <sub>2</sub> e (see Annex D);	Biomass is irrelevant within ICT
h	if quantified, direct GHG removals, in tonnes of CO <sub>2</sub> 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 to ISO 14064-1:2018 are included in this rapport and all data is verified by the responsible CO<sub>2</sub> manager.

## 1.5. References

Ref.	Date	Version	Description
1	31-03-2023	7.0	ICT Group - Organizational Boundary
2	10-05-2023	2.0	ICT Group B.V. - CO <sub>2</sub> reduction plan 2021-2026

## 1.6. Changes based on CO<sub>2</sub> 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 must report their energy consumption with respect to scope 1, scope 2 and scope 3 CO<sub>2</sub> emissions.

## 1.7. Footprint development 2022 vs 2023

Scope	Q2-2023 YTD CO <sub>2</sub> -emission in ton	Q2-2022 YTD CO <sub>2</sub> -emission in ton	Diff % CO <sub>2</sub> -emission	Q2-2023 YTD % of total CO <sub>2</sub> Footprint	Q2-2022 YTD % of total CO <sub>2</sub> Footprint	Diff. % of % of total CO <sub>2</sub> Footprint	CO <sub>2</sub> emission in ton per FTE 2023	CO <sub>2</sub> emission in ton per FTE 2022	Diff. % CO <sub>2</sub> in ton per FTE
Scope 1, Lease cars	761,27	830,13	-8,30%	58,85%	67,92%	-13,35%	0,41	0,48	-14,14%
Scope 1, Gas	133,50	124,41	7,31%	10,32%	10,18%	1,40%	0,07	0,07	0,47%
<b>Scope 1, Total</b>	<b>894,77</b>	<b>954,54</b>	<b>-6,26%</b>	<b>69,17%</b>	<b>78,10%</b>	<b>-11,43%</b>	<b>0,49</b>	<b>0,56</b>	<b>-12,23%</b>
Scope 2, Electricity and e-mobility	-	-	-	-	-	-	-	-	-
Scope 2, Electricity	-	-	-	-	-	-	-	-	-
Scope 2, WKO heating	16,95	15,63	8,43%	1,31%	1,28%	2,45%	0,01	0,01	1,52%
<b>Scope 2, Total</b>	<b>16,95</b>	<b>15,63</b>	<b>8,43%</b>	<b>1,31%</b>	<b>1,28%</b>	<b>2,45%</b>	<b>0,01</b>	<b>0,01</b>	<b>1,52%</b>
Scope 3, Public transport	3,66	0,79	361,82%	0,28%	0,06%	336,38%	0,00	0,00	332,39%
Scope 3, Private cars	153,33	102,52	49,56%	11,85%	8,39%	41,32%	0,08	0,06	40,03%
Scope 3, Business flights	224,78	148,76	51,11%	17,38%	12,17%	42,78%	0,12	0,09	41,48%
<b>Scope 3, Total</b>	<b>381,77</b>	<b>252,07</b>	<b>51,46%</b>	<b>29,51%</b>	<b>20,62%</b>	<b>43,11%</b>	<b>0,21</b>	<b>0,15</b>	<b>41,80%</b>
<b>Total CO<sub>2</sub> Footprint</b>	<b>1.293,49</b>	<b>1.222,24</b>	<b>5,83%</b>	<b>100,00%</b>	<b>100,00%</b>	<b>0,00%</b>	<b>0,70</b>	<b>0,71</b>	<b>-0,91%</b>

## Historic CO<sub>2</sub> emissions

### *ICT Group B.V.*

Year	2016	2017	2018	2019	2020	2021	2022	2023
CO <sub>2</sub> -emission H1	-	-	2.398	2.371	1.466	894	1222	1293
CO <sub>2</sub> -emission H2	-	-	2.419	2.153	808	1009	1319	
CO <sub>2</sub> -emission total	<b>4.220</b>	<b>4.579</b>	<b>4.817</b>	<b>4.524</b>	<b>2.274</b>	<b>1903</b>	<b>2541</b>	

In all CO<sub>2</sub> emission calculations the CO<sub>2</sub> 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.

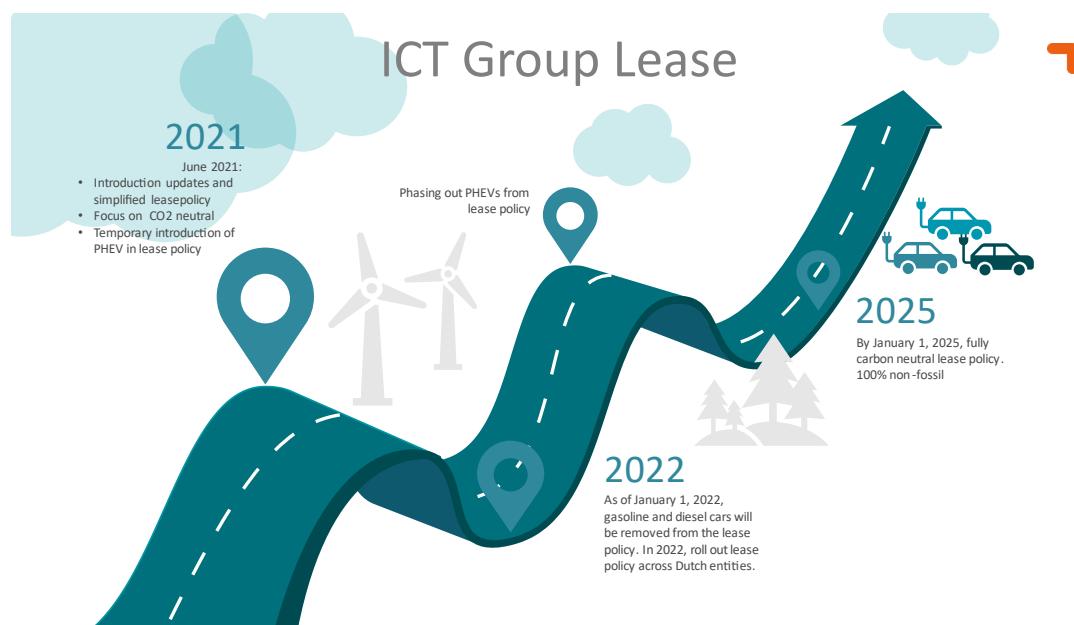


Figure 1 Roadmap leased car policy

Main changes will be:

- Reducing standard mileage
- Annual mileage restriction on private usage of lease car
- Simplification of maximum CO<sub>2</sub> emission limit: the same limit for everyone
- Phase out petrol & diesel fuelled 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, CertiQ Dutch Wind energy.

## Reduction Measures Mobility

Nr.	Reduction Measures Mobility	Implementation year	Qualification	Status	Remarks
3.2.1	Reducing standard milage	As off July 2021	Policy	Completed	Part of the new Lease Policy will become effective 1. July 2021 Standard milage is reduced to from 35.000 km to 30.000 km per year.
3.2.2	Annual milage restriction on private use lease cars	July 2021	Policy	Completed	See 3.2.1
3.2.3	Simplification of maximum CO2 emission limit: the same limit for everyone	2021	Policy	Completed	See 3.2.1
3.2.4	Phase out Fossil fueled cars	July 2021-2026	Policy	Completed	See 3.2.1
3.2.5	Temporarily add Plug-in-Hybrid Electric Vehicles (PHEV) provided charging requirement and annual inspection	During period: 1. July 2021 – 30. June 2022	Policy	Completed	See 3.2.1
3.2.6	ICT Group pays for charging station and monthly subscription		Policy	Completed	See 3.2.1
3.2.7	All energy used by e-mobility will be 100% renewable energy, CertiQ 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 will be (if possible) home/office on 50/50 basis.
3.2.9	Stimulate more usage of electric cars by placing more charging stations at the offices	2021-2026		Ongoing	FM is investigating if more charging stations can be placed at the offices

## Reduction Measures Buildings

Nr.	Reduction Measures Building	Implementation Year	Qualification	Status	Remarks
1	Energy management: Energy registration- and controlling system	2022		Ongoing	All data will 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, CertiQ Dutch wind energy.
3	Conduct energy audits on a selection of offices.	2021-2026	Policy	Completed	Energy audits have been conducted on a selection of offices to explore additional energy reduction possibilities.

### 3. CO<sub>2</sub> emission footprint ICT Group B.V.

In November 2023 the CO<sub>2</sub> Footprint over H1- 2023 is determined. This CO<sub>2</sub> footprint is compared to H1 of the previous year.

Direct and indirect CO <sub>2</sub> -emissions (ton CO <sub>2</sub> )	H1-2023	H1-2022	Increase / decrease in %
Scope 1	894,56	954,53	-6,3%
Scope 2	16,94	15,63	8,4%
Scope 3	381,77	252,07	51,5%
<b>Total</b>	<b>1293,27</b>	<b>1222,23</b>	<b>5,8%</b>
Average number of total FTE	1836	1719	6,8%
<b>Total emission per FTE</b>	<b>0,70</b>	<b>0,71</b>	<b>-0,9%</b>
<b>Buildings related emissions (ton CO<sub>2</sub>)</b>	<b>H1-2023</b>	<b>H1-2022</b>	<b>Increase / decrease in %</b>
Electricity	-	-	-
Heating + WKO	150,23	140,03	7,3%
<b>Total</b>	<b>150,23</b>	<b>140,03</b>	<b>7,3%</b>
<b>Buildings related kWh</b>	<b>H1-2023</b>	<b>H1-2022</b>	<b>Increase / decrease in %</b>
Number kWh (before the purchase of green power)	698028	572736	21,9%
Number m <sup>2</sup>	18697	20180	-7,3%
Number kWh per m <sup>2</sup> (before the purchase of green power)	37,33	28,38	31,5%
Number kWh per FTE (before the purchase of green power)	380,19	333,18	14,1%
<b>Mobility related emissions (ton CO<sub>2</sub>)</b>	<b>H1-2023</b>	<b>H1-2022</b>	<b>Increase / decrease in %</b>
Lease cars	761,27	830,13	-8,3%
Electric vehicles (EV) (after purchase of green power)	-	-	-
Business travel with private cars	153,33	102,52	49,6%
Public transport	3,66	0,79	363,3%
Business flights	224,78	148,76	51,1%
<b>Total</b>	<b>1143,04</b>	<b>1082,20</b>	<b>5,6%</b>
Number of electric vehicles	224,00	178,00	25,8%
Public transport kilometers	183125	52871	246,4%
<b>Number kWh electric driving</b>	<b>H1-2023</b>	<b>H1-2022</b>	<b>Increase / decrease in %</b>
Number kWh electric driving	435834	490058	-11,1%

## 4. Results and conclusions

### 4.1. Results

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

The relative CO<sub>2</sub> emission per FTE has decreased with 0,9%. The decrease of the relative CO<sub>2</sub> emission per FTE can be attributed to the implementation of the new policy to work on a 50/50 basis at the office/customer's site or from home. Furthermore, there is an increase of the use of electric lease cars compared to diesel or gasoline cars.

The number of FTE increased in H1-2023 with 6,8% compared to 2022.

#### *Mobility*

The lease car related CO<sub>2</sub> emissions have decreased with 8,3% compared to 2022. The CO<sub>2</sub> emissions of the usage of public transport have increased with 363,3%. Another change is that the CO<sub>2</sub> emissions due to business flights have increased with 51,1% in H1-2023 compared to H1-2022 with one remark: in Q1 of 2022, the COVID-19 restrictions were still in place.

Note: If the emissions are compared to H1-2019 emissions due to business flights, which was a normal year without COVID-19-restrictions, the CO<sub>2</sub> emissions H1-2023 would be 2,3% higher.

The number of electric cars has increased with 25,8% compared to H1-2022. This is mainly due to the new lease policy of ICT Group (see chapter 2).

#### *Buildings*

The number of offices decreased from 26 in 2022 to 25 in 2023. The building-related emissions have increased with 7,3%. This is mainly due to more employees working at the offices since the lifting of the COVID-19 restrictions.

### 4.2. Conclusion

The absolute CO<sub>2</sub> emissions have increased with 5,8%. This is mainly due to the lifting of the COVID-19 restrictions which resulted in more employees working at the offices or at the customer sites. The amount of kWh used for electric driving has decreased with 11,1%. The number of electric vehicles has increased with 25,8%. Also, the number of employees increased with 6,8% and the number of offices has decreased.

The CO<sub>2</sub> emissions per FTE have decreased with 0,9%. The absolute CO<sub>2</sub> emissions per FTE of 0,70 ton over H1-2023 is still below the targeted CO<sub>2</sub> emission per FTE of 1,13 ton. Currently no extra reduction measures are needed to reach the CO<sub>2</sub> emission reduction targets over the years 2021-2026 based on the CO<sub>2</sub> emissions developments over the first half of 2023.

### *Mobility*

The CO<sub>2</sub> emissions on lease cars have decreased with 8,3% which is the result of the new lease policy, which has become effective from July 1<sup>st</sup>, 2021. Since the beginning of 2022, only Plug-in-hybrid or full electric cars could be leased. From then on, the number of fossil fuelled lease cars decreased. In H1-2023 the number of full electric cars has increased with 25,8%. Business travel with private cars increased with 49,6% which has also to do with lifting the COVID-19 restrictions. At the end of the year, we will do an analysis towards a greater number of electric cars but less kWh usage and more business travel with private cars.

The CO<sub>2</sub> emissions related to business flights have increased (51,1%) compared to H1-2022. The first quarter of 2022 still had the COVID-19 travel restrictions, but H1-2023 was a normal period and more employees travelled by plane.

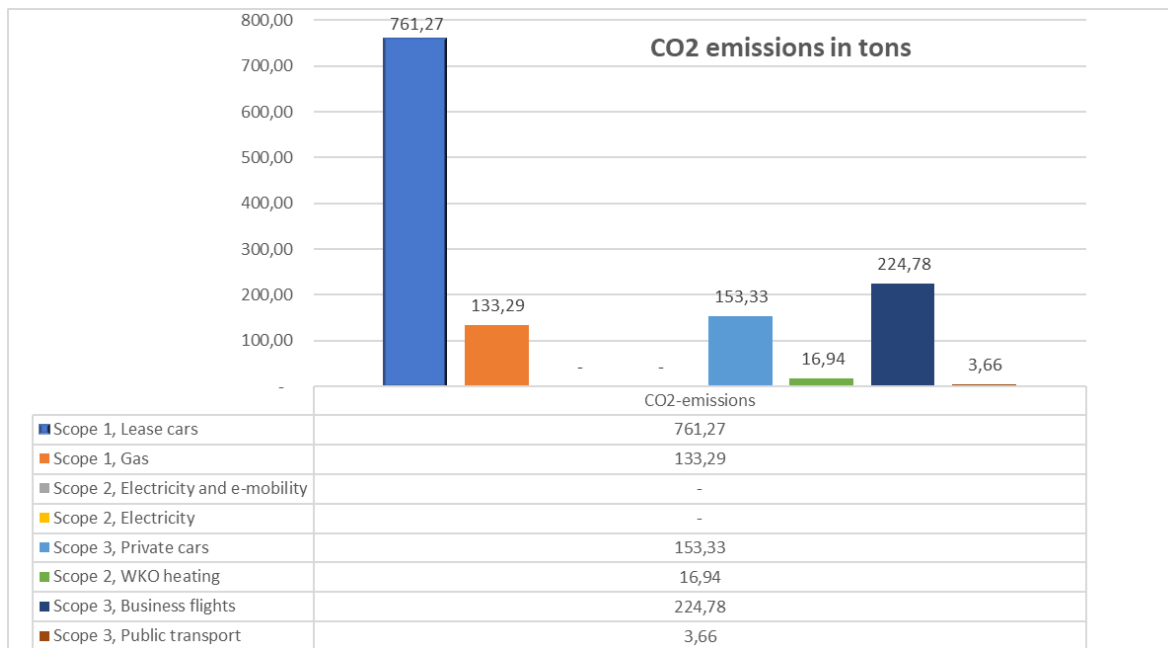
### *Buildings*

The building related absolute CO<sub>2</sub> emissions have increased in H1-2023 with 7,4%. In Q1-2022 the COVID-19 restrictions were still applied and working from home was the rule. H1-2023 was a normal period, so more people were working at the offices instead of at home.

The emphasis will be 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 trends and take actions where needed.

## Insights in CO<sub>2</sub> emission

### CO<sub>2</sub> emissions H1-2023 per scope



**Disclaimer**

This document is property of ICT Group B.V. No part of it may be reproduced or used in any form or by any means without written permission of the owner.

© 2024 ICT Group B.V., all rights reserved.





**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](mailto:info@ict.nl)  
**W** [www.ictgroup.eu](http://www.ictgroup.eu)