CO2 Footprint 2025 – ICT Group B.V.

Footprint 2025 ICT Group BV

Version: 1.0

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Summary

Table 1 Direct (scope 1) and indirect (scope 2 and scope 3) CO_2-emissions of ICT Group B.V. in 2025.

-emissions	tCO_2e	tCO_2e/FTE
Direct emissions (scope 1)	1.463,77	0,667
Indirect emissions (scope 2)	32,27	0,015
Indirect emissions (scope 3) bt	809,76	0,369
Total emissions	**2.305,81**	**1,050**

Most of the CO_2 emissions in 2025 were caused by mobility.

Table 2 Total CO2-emissions ICT Group B.V.

ding related emissions	*Scope*	tCO_2e	% CO_2 Footprint	tCO_2e/FTE
Electricity	2	-	0,0%	-
Heating	1&2	388,27	16,8%	0,177
Total building related emissions	**1&2**	**388,27**	**16,8%**	**0,177**
ility emissions	*Scope*	tCO_2e	% CO_2 Footprint	tCO_2e/FTE
Lease cars + e-mobility	1&2	1.107,77	48,0%	0,504
Private cars of employees	3	279,56	12,1%	0,127
Business travel - flights	3	515,30	22,3%	0,235
Public transport	3	14,91	0,6%	0,007
Total mobility emissions	**1, 2 and 3**	**1.917,53**	**83,2%**	**0,873**

1. Introduction

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

engineering R&D, industrial automation, vital infrastructure, mobility and healthcare.

We use our considerable knowledge and experience to offer our clients innovative and proven solutions and products.

ICT Group serve the Engineering R&D of the Automotive, High Tech, and Machine and Device Engineering industries. In industrial automation, we provide our management and other services within Port and Distribution Logistics, Chemicals, Life Sciences, Food & Beverages, Oil & Gas, and Heavy lifting segments. In the public domain, we also focus on the Water, Energy, Railway, and Road Traffic infrastructure, as well as Public Transport and Mobility.

ICT Group's own staff also develop software products such as a cloud-based software platform for the supply chain, IoT, digital transformation, AI, and software for Mobility as a Service. With our Motar low-code platform, we facilitate fast and flexible, model-based development with higher speed and lower costs.

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

Corporate social responsibility
Sustainability has taken a prominent place in our daily activities. ICT Group are very much aware of their responsibility and the many functions we fulfil as an employer, supplier, client, and business partner. Sustainable business operation is an integral part of our endeavour to make the world a little smarter every day. This is linked to our Corporate Social Responsibility strategy and enshrined in our Code of Conduct, both implicitly and explicitly.

ICT Group have defined the following spearheads to execute our Corporate Social Responsibility strategy:

- Promoting sustainable availability
- Maintaining high ethical and business integrity standards
- Improving sustainable innovation
- Reducing our ecological 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 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 is very important, but we also want to be as sustainable as possible. For that reason, a new mobility policy has been implemented: as of January 1st, 2022, only hybrid plug-in (PHEV) or full electric cars can be leased. From July 1, 2026 only full electric cars can be leased. Also, charging stations are or will be placed at homes and at the offices to extend the possibility of 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 'CO_2-prestatieladder' and certification for ISO 14001 since 2025.

CO_2-Footprint

In this document the CO_2-Footprint of ICT Group is documented based on paragraph 7.3 of the NEN ISO14064-1, the GHG protocol and the Handbook CO_2 Performance Ladder version 3.1 of 22 June 2020.

2. Organization and operational boundaries

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

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

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

If the criterion 'financial control' is chosen to determine control, emissions from joint ventures where partners have joint financial control are accounted for based on the equity share approach.

With respect to the subsidiaries of ICT Group B.V. there is no difference between financial control and operational control. If a subsidiary is financially controlled there is also operational control.

The organizational boundary is defined in document Organizational Boundary ICT Group B.V. version 10.0, date 20-02-2026.

Notable changes in 2025

- January 1st, 2025, entity Incore Software B.V. was merged into ICT Netherlands BV.
- February 2025 acquisition of Modality Software Solutions B.V.
- February 2025 acquisition of DWG Automation B.V.
- August 2025 ICT Group has sold its majority stake in ICT HCTS, ownership from 100% to 25%.
- August 2025 acquisition Swedish entity M4 Solutions AB
- October 2025 entity TriOpSys B.V. was merged into ICT Netherlands B.V.

Figure 1 explains the scopes based on the CO_2-performance ladder manual.

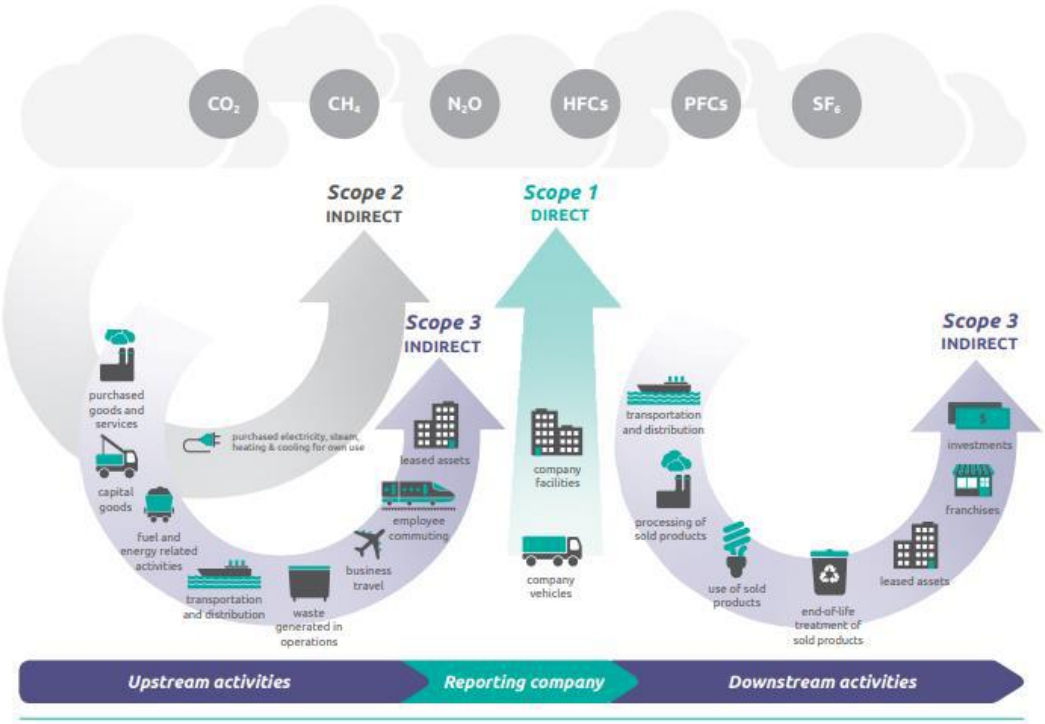

Figure 1 scope diagram

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

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

3. Exclusions and verifications

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 CO2 emissions and removals are treated in the GHG inventory and the relevant biogenic CO2 emissions and removals quantified separately in tonnes of CO2e (see Annex D);	Biomass is irrelevant within ICT
h	if quantified, direct GHG removals, in tonnes of CO2e (5.2.2);	This is not relevant for ICT
i	explanation of the exclusion of any significant GHG sources or sinks from the quantification (5.2.3);	This is not relevant for ICT
l	explanation of any change to the reference year or other historical GHG data or categorization and any recalculation of the reference year or other historical GHG inventory (6.4.1), and documentation of any limitations to comparability resulting from such recalculation;	This is not relevant, as 2019 is the reference year.
n	explanation of any change to quantification approaches previously used (6.2);	This is not relevant, as 2019 is the reference year.
o	reference to, or documentation of, GHG emission or removal factors used (6.2);	The removal factors are not relevant for ICT

All other requirements with respect ISO 14064-1:2018 are included in this rapport and all data is verified by the responsible CO_2 manager.

4. Responsible employees

ICT Group's QHSE manager is responsible to update the CO_2-footprint on a semi-annual basis. This includes the following steps as recorded in the Energy Management Plan:

a. Collecting data.
b. Updating of the emission conversion factors.
c. Calculation of the CO_2-footprint.
d. Reporting of the CO_2-footprint.
e. Internal and external communication.

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

5. Reporting period and reference year

This document provides an overview of the CO_2-Footprint of ICT Group B.V. for the year 2025. For a description of the organizational boundary, see the document Organizational Boundary V10.0.

The reference year of ICT Group B.V. is 2019.

In comparison to the reference year, the following companies were added in the ICT Group B.V. CO_2 Footprint:

Scope	Reference year	Added in footprint of	Reflected in Reference year 2019?
Innocy (as of 1 Oct 2020 merging NedMobiel B.V. and Proficium B.V.)	n/a	2020	Yes
TURNN B.V.	n/a	2020	Yes (as BNV)
Yellowstar	n/a	2021	No
Fourtress B.V	n/a	2022	No
Strypes Nederland B.V. and Innocy merged and continue as Innocy B.V.	n/a	2022	Yes
Fourtress B.V. and Esprit Management & IT Services B.V. merged and continue as Fourtress.	n/a	2022	No
Incore Software B.V.	n/a	2023	No
InTraffic B.V. and Fourtress B.V. are merged with ICT Netherlands B.V.	n/a	2024	No
TriOpSys B.V.	n/a	2024	No
Modality Software Solutions B.V.	n/a	2025	No
DWG Automation B.V.	n/a	2025	No
M4	n/a	2025	No

The planning period for taking CO_2 reduction measures is 2021 until 2026. For the CO_2 reduction measures see the CO_2 reduction plan 2021-2026 of ICT Group B.V.

6. Methodology and uncertainties

The approach of collecting and processing data in the CO_2 Management application is described in the Energy Measurement Plan. The conversion factors to determine the CO_2 emissions are based on the CO_2 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

CO_2 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 elsewhere. The electricity consumption is measured by the lease company for each individual car.

Business flights

Business flights apply to ICT Group B.V. The flight distances are based on the website www.travelmath.com. The distance of each single flight is used to determine which CO_2 conversion factor is used to calculate the CO_2 emission.

Public Transport

ICT Group B.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

CO_2-emissions are calculated based on the CO_2-Performance Ladder handbook version 3.1 and the pre-described CO_2-emission conversion factors on the website http://www.co2emissiefactoren.nl/ All grey electricity used by the ICT Group B.V. offices and leased cars 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.
- CO_2-emissions from the use of private cars for business travel are calculated based on an unknown fuel type and the declared costs for the use of private cards for business travel divided by € 0,19/km resulting in the number of the kilometers which is converted into the CO_2 emission. The declared costs are recorded in the salary administration.
- CO_2-emissions from the use of rental cars are calculated based on an unknown fuel types and € 0,19/km based on the charged amounts from the invoices of the rental car companies.
- CO_2-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.
- CO_2-emissions from the use of public transport are calculated based on € 0,19/km for the train and € 0,13/km for declared costs related to public transport. The costs are based on declarations which are recorded in the salary administration.

6.3. Uncertainties

The uncertainty in the size of the CO_2-emissions is related to the inaccuracy of the data from the various activities and the related CO_2-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. Emissons

7.1. Total emission results

In attachment 1: Data collection 2025, the total CO_2-emissions for each activity and location are reported. The data underlying the CO_2-emissions are based on the CO_2 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 CO_2 management tool.

Table 3 CO_2-Footprint grouped by scope

Scope	tCO_2e	% CO_2 Footprint
Scope 1, Lease cars	1.107,77	48,0%
Scope 1, Gas	356,01	15,4%
Scope 1, Total	**1.463,77**	**63,5%**
Scope 2, Electricity and e-mobility	-	0,0%
Scope 2, Electricity	-	0,0%
Scope 2, City heating	32,27	1,4%
Scope 2, Total	**32,27**	**1,4%**
Scope 3, Public transport	14,91	0,6%
Scope 3, Private cars	279,56	12,1%
Scope 3, Business flights	515,30	22,3%
Scope 3, total	**809,76**	**35,1%**
Total CO2 Footprint	**2.305,81**	**100,0%**

7.2.1. Office and mobility emissions

Offices

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 B.V. offices

Company	Address: City, Street (Country code)	Electricity (tCO_2e)	Gas (tCO_2e)	City heating (tCO_2e)	Total
Additude AB	Linköping, Industrigatan 5 (SE)	-	-	-	-
Additude AB	Lund, Scheelevagen 4 (SE)	-	-	-	-
Additude AB	Malmö, Kungsgatan 6 (SE)	-	1,19	-	1,19
DWG	Amsterdam, Zekeringstraat 34b (NL)	-	9,75	-	9,75
DWG	Den Bosch, Rompertdreef 18 (NL)	-	4,53	-	4,53
DWG	Schiedam, Admiraal Lucashof 5 (NL)	-	33,15	-	33,15
ICT Digital Solutions	Ismaning, Reichenbackstrasse 2 (DE)	-	40,56	-	40,56
ICT Digital Solutions	München, St.-Martin-Str. 72 (DE)	-	17,43	-	17,43
ICT Healthcare Technolog Solutions B.V.	Kortrijk, Dumolinlaan 1/13 (BE)	-	0,49	-	0,49
ICT Netherlands BV	Amsterdam, Damrak 219 (NL)	-	13,66	-	13,66
ICT Netherlands BV	Baarn, Amsterdamsestraatweg 55a (NL)	-	5,42	-	5,42
ICT Netherlands BV	Barendrecht, Kopenhagen 9 (NL)	-	-	-	-
ICT Netherlands BV	Barendrecht, Pesetastraat 40 (NL)	-	15,40	-	15,40
ICT Netherlands BV	Bergen op Zoom, Joulehof 21-23 (NL)	-	5,53	-	5,53
ICT Netherlands BV	Breda, Heerbaan 242 (NL)	-	5,98	-	5,98
ICT Netherlands BV	Deventer, Zutphenseweg 23 (NL)	-	62,95	-	62,95
ICT Netherlands BV	Dreumel, Oude Maasdijk 30 (NL)	-	5,51	-	5,51
ICT Netherlands BV	Eindhoven, Prof. Dr. Dorgelolaan 30 (NL)	-	-	-	-
ICT Netherlands BV	Groningen, Rozenburglaan 1 (NL)	-	7,36	-	7,36
ICT Netherlands BV	Maastricht-Airport, Amerikalaan 80A (NL)	-	-	-	-
ICT Netherlands BV	Nieuwegein, Iepenhoeve 11 (NL)	-	-	24,47	24,47
ICT Netherlands BV	Nieuwegein, Iepenhoeve 7B (NL)	-	-	7,80	7,80
ICT Netherlands BV	Woerden, Middellandse Zee 15 (NL)	-	1,01	-	1,01
INNOCY	Houten, Heemsteedseweg 24 (NL)	-	2,86	-	2,86
M4	Gothenburg, Bror Nilssons gata 5 (SE)	-	-	-	-
M4	Halmstad, Tre hjärtans väg 2 (SE)	-	-	-	-
M4	Kristianstad, Industrigatan 2 (SE)	-	-	-	-
M4	Malmö, Kalendegatan 25 (SE)	-	-	-	-
M4	Stockholm, Pyramidvägen 7 (SE)	-	-	-	-
Modality	Barendrecht, Augustapolder 7 (NL)	-	28,80	-	28,80
Strypes EOOD	Burgas, Northern Industrial Zone, Blvd. "Dame Gruev" 14 (BG)	-	-	-	-
Strypes EOOD	Plovdiv, 9N Kuklensko Shose street (BG)	-	-	-	-
Strypes EOOD	Sofia, 10 A, Maystor Aleksi Rilets (BG)	-	64,12	-	64,12
Strypes EOOD	Sofia, 28J Samokov Blvd, 1113 Iztok (BG)	-	-	-	-
Strypes EOOD	Varna, 9 Kozloduy str (BG)	-	-	-	-
Strypes Portugal	Lisboa, Travessa da Trindade, 16, 2º D (PT)	-	-	-	-
Strypes Portugal	Porto, Rua Monsenhor Fonseca Soares 44 (PT)	-	-	-	-
TriOpSys	Utrecht, Computerweg 5 (NL)	-	18,44	-	18,44
Yellowstar	Köln, Hugo-Eckener-Strasse 20 (DE)	-	11,87	-	11,87
Total			**356,01**	**32,27**	**388,27**

Mobility

Table 5 CO_2-emission mobility

Electric cars/total Leasecars	2025	2024	2023	2022	2021
Full electric leasecars	365	308	223	184	156
Plug-in Hybrids Electric (PHEV) cars	206	171	123	no data	no data
Fossiel Fuel cars	49	155	220	388	446
Total amount of leasecars	620	634	**566**	**572**	**602**
Percentage full electric	58,9%	48,6%	39,4%	32,2%	25,9%
Percentage PHEV	33,2%	27,0%	21,7%	no data	no data
Percentage Full electric + PHEV	**92,1%**	**75,6%**	**61,1%**		

7.3. Scope 3

7.3.1. Overview

This report summarizes ICT Group's Scope 3 emissions progress based on the Holtara carbon reports and preliminary estimations for 2025. It includes emissions data, year-over-year comparisons, category breakdowns and reduction opportunities.

7.3.2. Emissions Summary

Category	2025
Scope 3 Emissions (tCO_2e)	9.461
Scope 3 GHG intensity (tCO_2e/€m rev)	37.7

7.3.3. Scope 3 Breakdown

Category	Emissions (tCO_2e)	% of Scope 3
3.1 Purchased Goods & Services	7.144	76%
3.11 Use of Sold Products	776	8%
3.12 End-of-Life Treatment	288	3%
3.3 Fuel- and energy-related activities	449	5%
Other	804	8%

Remarks:

- 76% of Scope 3 emissions stem from procured goods and services, specifically emissions related to the purchasing of professional services and IT products for re-sale.
- The emissions captured in 3.3 (fuel- and energy related activities) are predominantly the downstream result of 1.2 mobile combustion and 2.1 purchased electricity
- The 7% of scope 3 emissions labelled Other contains Business travel (3.6), Employee Commuting (3.7) and Waste (3.5).

8. Energy usage

Energy Usage in 2025:

Energy	MWh	Percentage	Remark
Total Energy used	12.501,46	100,0 %	Scope 1, 2 and 3 business travel
Share renewable energy	5.469,0	43,7 %	Certified Dutch Wind electricity

9. Conclusion

This document reports the CO_2-Footprint of ICT Group B.V. over the year 2025.

The total CO_2-Footprint of ICT Group B.V. in 2025 is 2306-ton CO_2 which is, for the most part due to mobility and especially the usage of lease cars.

Over 2025 the CO2 reductions targets are met, and no extra reduction measures are needed.

10. Authorisation

	Signature	date
Peter Lamers – QHSE Manager ICT Group B.V.		
Bart de Jong – Chief Financial Officer ICT Group B.V.		

11. Attachment 1: Data collection 2025

Source: CO2 Footprint Q4 2025 V6.xlsx

Company	Description energy sort	Address: City, Street (Country code)	Q4-2025 YTD - consumption	Unity	Emission factor	Q4-2025 YTD tCO_2e	conversion factor MJ	MJ	MWh	Scope
ICT Group B.V. - company only	Alphabet Diesel leasecars	n/a	-	Liters	3,251	-	35,90	-	-	Scope 1, Lease cars
ICT Group B.V. - company only	Athlon gasoline lease cars (E10)	n/a	1.175	Liters	2,797	3,29	31,31	36.779,23	10,22	Scope 1, Lease cars
ICT Group B.V. - company only	Leaseauto e-mobility public in kWh (Guarantee of Origin)	n/a	3.326	kWh	-	-	3,60	11.975,04	3,33	Scope 2, Electricity e-mobility
ICT Group B.V. - company only	Privat car with lease with lease compensation	n/a	9.729	vehicle km	0,191	1,86	2,19	21.306,51	5,92	Scope 3, Private cars
ICT Group B.V. - company only	Business Flights <700 km	n/a	22.304	passenger km	0,234	5,22	1,53	34.125,12	9,48	Scope 3, Business flights
ICT Group B.V. - company only	Business Flights 700-2500 km	n/a	21.171	passenger km	0,172	3,64	1,03	21.806,13	6,06	Scope 3, Business flights
ICT Group Finance BV	Athlon gasoline lease cars (E10)	n/a	1.908	Liters	2,797	5,34	31,31	59.752,32	16,60	Scope 1, Lease cars
ICT Group Finance BV	Leaseauto e-mobility public in kWh (Guarantee of Origin)	n/a	658	kWh	-	-	3,60	2.368,80	0,66	Scope 2, Electricity e-mobility
ICT Group Finance BV	Privat car with lease with lease compensation	n/a	7.516	vehicle km	0,191	1,44	2,19	16.460,04	4,57	Scope 3, Private cars
ICT Netherlands BV	Athlon gasoline lease cars (E10)	n/a	195.023	Liters	2,797	545,48	31,31	6.106.161,36	1.696,16	Scope 1, Lease cars
ICT Netherlands BV	Alphabet gasoline leasecars (E10)	n/a	108.415	Liters	2,797	303,24	31,31	3.394.476,47	942,91	Scope 1, Lease cars
ICT Netherlands BV	Alphabet diesel lease cars	n/a	1.392	Liters	3,251	4,53	35,90	49.975,31	13,88	Scope 1, Lease cars
ICT Netherlands BV	Athlon diesel lease cars	n/a	964	Liters	3,251	3,13	35,90	34.616,93	9,62	Scope 1, Lease cars
ICT Netherlands BV	Leaseauto e-mobility public in kWh (Guarantee of Origin)	n/a	2.782.460	kWh	-	-	3,60	10.016.856,66	2.782,46	Scope 2, Electricity e-mobility
ICT Netherlands BV	Electricity usage Green - Groningen (Guarantee of Origin)	Groningen, Rozenburglaan 1 (NL)	22.975	kWh	-	-	3,60	82.710,00	22,98	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Bergen op Zoom (Guarantee of Origin)	Bergen op Zoom, Joulehof 21-23 (NL)	42.226	kWh	-	-	3,60	152.013,60	42,23	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Maastricht (Guarantee of Origin)	Maastricht-Airport, Amerikalaan 80A (NL)	2.060	kWh	-	-	3,60	7.416,00	2,06	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Barendrecht (Guarantee of Origin)	Barendrecht, Kopenhagen 9 (NL)	182.241	kWh	-	-	3,60	656.067,60	182,24	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Deventer (Guarantee of Origin) new office	Deventer, Zutphensseweg 23 (NL)	169.624	kWh	-	-	3,60	610.646,40	169,62	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Eindhoven (Guarantee of Origin)	Eindhoven, Prof. Dr. Dorgelolaan 30 (NL)	128.296	kWh	-	-	3,60	461.757,60	128,27	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Dreumel (guarantee of origin)	Dreumel, Oude Maasdijk 30 (NL)	26.215	kWh	-	-	3,60	94.374,00	26,22	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Baarn (guarantee of origin)	Baarn, Amsterdamseestraatweg 55a (NL)	8.460	kWh	-	-	3,60	30.456,00	8,46	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Breda (guarantee of origin)	Breda, Heerbaan 242 (NL)	21.524	kWh	-	-	3,60	77.486,40	21,52	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Yellowstar - Barendrecht (guarantee of origin)	Barendrecht, Pesetastraat 40 (NL)	41.498	kWh	-	-	3,60	149.392,80	41,50	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Nieuwegein 7B (guarantee of origin)	Nieuwegein, lepenhoeve 7B (NL)	27.301	kWh	-	-	3,60	98.283,60	27,30	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Neuwegein 11 (zonnepanelen)	Neuwegein, lepenhoeve 11 (NL)	174.945	kWh	-	-	3,60	629.802,00	174,95	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage incore Amsterdam (guarantee of origin)	Amsterdam, Damrak 219 (NL)	36.800	kWh	-	-	3,60	132.480,00	36,80	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Woerden (guarantee of origin)	Woerden, Middellandse Zee 15 (NL)	26.775	kWh	-	-	3,60	96.390,00	26,78	Scope 2, Electricity office
ICT Netherlands BV	Gas usage Dreumel	Dreumel, Oude Maasdijk 30 (NL)	2.582	m3	2,134	5,51	31,65	81.720,30	22,70	Scope 1, Gas
ICT Netherlands BV	Gas usage - Groningen	Groningen, Rozenburglaan 1 (NL)	3.447	m3	2,134	7,36	31,65	109.097,55	30,30	Scope 1, Gas
ICT Netherlands BV	Gas usage - Deventer new office	Deventer, Zutphensseweg 23 (NL)	29.500	m3	2,134	62,95	31,65	933.675,00	259,35	Scope 1, Gas
ICT Netherlands BV	Gas usage - Baarn	Baarn, Amsterdamseestraatweg 55a (NL)	2.538	m3	2,134	5,42	31,65	80.327,70	22,31	Scope 1, Gas
ICT Netherlands BV	Gas usage - Breda	Breda, Heerbaan 242 (NL)	2.804	m3	2,134	5,98	31,65	88.746,60	24,65	Scope 1, Gas
ICT Netherlands BV	Gas usage - Bergen op Zoom	Bergen op Zoom, Joulehof 21-23 (NL)	2.590	m3	2,134	5,53	31,65	81.973,50	22,77	Scope 1, Gas
ICT Netherlands BV	Gas usage - Yellowstar	Barendrecht, Pesetastraat 40 (NL)	7.217	m3	2,134	15,40	31,65	228.418,05	63,45	Scope 1, Gas
ICT Netherlands BV	Gas usage - Amsterdam	Amsterdam, Damrak 219 (NL)	6.400	m3	2,134	13,66	31,65	202.560,00	56,27	Scope 1, Gas
ICT Netherlands BV	Gas usage - Woerden	Woerden, Middellandse Zee 15 (NL)	472	m3	2,134	1,01	31,65	14.932,47	4,15	Scope 1, Gas
ICT Netherlands BV	City heating Nieuwegein - lepenhoeve 11	Nieuwegein, lepenhoeve 11 (NL)	637	GJ	38,430	24,47	1.000,00	636.640,00	176,844	Scope 2, City heating
ICT Netherlands BV	City heating Nieuwegein - lepenhoeve 7	Nieuwegein, lepenhoeve 7B (NL)	203	GJ	38,430	7,80	1.000,00	203.017,42	56,394	Scope 2, City heating
ICT Netherlands BV	Geothermal heating Barendrecht GvO	Barendrecht, Kopenhagen 9 (NL)	547	GJ	-	-	1.000,00	547.000,00	151,944	Scope 2, WKO heating
ICT Netherlands BV	Geothermal heating Eindhoven GvO	Eindhoven, Prof. Dr. Dorgelolaan 30 (NL)	788	GJ	-	-	1.000,00	788.492,44	219,026	Scope 2, WKO heating
ICT Netherlands BV	Privat car with lease with lease compensation	n/a	899.628	vehicle km	0,191	171,83	2,19	1.970.185,32	547,27	Scope 3, Private cars
ICT Netherlands BV	Public transport (mix)	n/a	1.053.737	passenger km	0,014	14,75	0,45	474.181,65	131,72	Scope 3, Public transport
ICT Netherlands BV	Business Flights <700 km	n/a	80.922	passenger km	0,234	18,94	1,53	123.810,66	34,39	Scope 3, Business flights
ICT Netherlands BV	Business Flights 700-2500 km	n/a	289.999	passenger km	0,172	49,88	1,03	298.698,97	82,97	Scope 3, Business flights
ICT Netherlands BV	Business Flights >2500 km	n/a	86.614	passenger km	0,157	13,60	0,93	80.551,02	22,38	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Leasecars - Gasoline	n/a	1.987	Liters	2,797	5,56	31,31	62.207,65	17,28	Scope 1, Lease cars
ICT Healthcare Technolog Solutions B.V.	Leasecars - Diesel	n/a	348	Liters	3,251	1,13	35,90	12.493,20	3,47	Scope 1, Lease cars
ICT Healthcare Technolog Solutions B.V.	E-mobility (Guarantee of Origin)	n/a	64.959	kWh	-	-	3,60	233.852,72	64,96	Scope 2, Electricity e-mobility
ICT Healthcare Technolog Solutions B.V.	Electricity usage Bellegem (guarantee of origin)	Kortrijk, Dumolinlaan 1/13 (BE)	770	kWh	-	-	3,60	2.772,00	0,77	Scope 2, Electricity office
ICT Healthcare Technolog Solutions B.V.	Gas usage Bellegem	Kortrijk, Dumolinlaan 1/13 (BE)	231	m3	2,134	0,49	31,65	7.311,15	2,03	Scope 1, Gas
ICT Healthcare Technolog Solutions B.V.	Privat car with compensation	n/a	1.563	vehicle km	0,191	0,30	2,19	3.422,97	0,95	Scope 3, Private cars
ICT Healthcare Technolog Solutions B.V.	Business Flights <700 km	n/a	11.958	passenger km	0,234	2,80	1,53	18.295,74	5,08	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Business Flights 700-2500 km	n/a	9.164	passenger km	0,172	1,58	1,03	9.438,92	2,62	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Business Flights >2500 km	n/a	-	passenger km	0,157	-	0,93	-	-	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Public transport (train, taxi)	n/a	8.028	passenger km	0,014	0,11	0,45	3.612,75	1,00	Scope 3, Public transport
Strypes EOOD	Electricity usage Sofia (guarantee of origin)	Sofia, 10 A, Maystor Aleksi Rilets (BG)	275.728	kWh	-	-	3,60	992.620,80	275,73	Scope 2, Electricity office
Strypes EOOD	Gas usage Sofia	Sofia, 10 A, Maystor Aleksi Rilets (BG)	30.047	m3	2,134	64,12	31,65	950.987,55	264,16	Scope 1, Gas
Strypes EOOD	Electricity usage Burgas (guarantee of origin)	Burgas, Northern Industrial Zone, Blvd. "Dame Gruev" 14 (BG)	12.067	kWh	-	-	3,60	43.441,20	12,07	Scope 2, Electricity office
Strypes EOOD	Electricity usage Varna (guarantee of origin)	Varna, 9 Kozloduy str (BG)	11.920	kWh	-	-	3,60	42.912,00	11,92	Scope 2, Electricity office
Strypes EOOD	Electricity usage Kodar (guarantee of origin) - new office	Plovdiv, 8N Kukleviko Shose street (BG)	105.277	kWh	-	-	3,60	378.997,20	105,28	Scope 2, Electricity office
Strypes EOOD	Electricity usage UP2 (guarantee of origin)	Sofia, 28J Samokov Blvd, 1113 Iztok (BG)	26.232	kWh	-	-	3,60	94.435,20	26,23	Scope 2, Electricity office
Strypes EOOD	Privat car with compensation	n/a	181.654	vehicle km	0,191	34,70	2,19	397.822,26	110,51	Scope 3, Private cars
Strypes EOOD	Business Flights <700 km	n/a	18.200	passenger km	0,234	4,26	1,53	27.846,00	7,74	Scope 3, Business flights
Strypes EOOD	Business Flights 700-2500 km	n/a	1.466.441	passenger km	0,172	252,23	1,03	1.510.434,23	419,57	Scope 3, Business flights
Strypes EOOD	Business Flights >2500 km	n/a	22.032	passenger km	0,157	3,46	0,93	20.489,76	5,69	Scope 3, Business flights
INNOCY	Alphabet - Lease Gasoline	n/a	13.169	Liters	2,797	36,83	31,31	412.322,02	114,53	Scope 1, Lease cars
INNOCY	Alphabet -Lease Diesel	n/a	-	Liters	3,251	-	35,90	-	-	Scope 1, Lease cars
INNOCY	Athlon - Lease Diesel	n/a	-	Liters	3,251	-	35,90	-	-	Scope 1, Lease cars
INNOCY	Athlon - Lease Gasoline	n/a	10.347	Liters	2,797	28,94	31,31	323.968,64	89,99	Scope 1, Lease cars
INNOCY	e-mobility (Guarantee of Origin)	n/a	128.554	kWh	-	-	3,60	462.793,38	128,55	Scope 2, Electricity e-mobility
INNOCY	Electricity usage (Guarantee of Origin) - Houten	Houten, Heemsteedseweg 24 (NL)	43.223	kWh	-	-	3,60	155.602,80	43,22	Scope 2, Electricity office
INNOCY	Gas usage - Houten	Houten, Heemsteedseweg 24 (NL)	1.339	m3	2,134	2,86	31,65	42.379,35	11,77	Scope 1, Gas
INNOCY	Privat car with lease with lease compensation	n/a	39.023	vehicle km	0,191	7,45	2,19	85.460,37	23,74	Scope 3, Private cars
INNOCY	Public transport (train, taxi)	n/a	-	passenger km	0,014	-	0,45	-	-	Scope 3, Public transport
Additude AB	Electricity usage Additude (guarantee of origin)	Malmö, Kungsgatan 6 (SE)	18.464	kWh	-	-	3,60	66.470,40	18,46	Scope 2, Electricity office
Additude AB	Gas usage	Malmö, Kungsgatan 6 (SE)	558	m3	2,134	1,19	31,65	17.660,70	4,91	Scope 1, Gas
Additude AB	Electricity usage Additude (guarantee of origin)	Lund, Scheelevagen 4 (SE)	10.200	kWh	-	-	3,60	36.720,00	10,20	Scope 2, Electricity office
Additude AB	Electricity usage Additude (guarantee of origin)	Linköping, Industrigatan 5 (SE)	280	kWh	-	-	3,60	1.008,00	0,28	Scope 2, Electricity office
Additude AB	Number of lease kilometers	n/a	12.876	vehicle km	0,191	2,46	2,19	28.198,44	7,83	Scope 1, Lease cars
Additude AB	Privat car with lease with lease compensation	n/a	24.063	vehicle km	0,191	4,60	2,19	52.697,97	14,64	Scope 3, Private cars
Additude AB	Business Flights <700 km	n/a	24.113	passenger km	0,234	5,64	1,53	36.892,89	10,25	Scope 3, Business flights
Additude AB	Business Flights 700-2500 km	n/a	5.988	passenger km	0,172	1,03	1,03	6.167,64	1,71	Scope 3, Business flights
M4	Electricity usage - Malmö	Malmö, Kalendegatan 25 (SE)	6.977	kWh	-	-	3,60	25.116,00	6,98	Scope 2, Electricity office
M4	Electricity usage - Stockholm	Stockholm, Pyramidvägen 7 (SE)	320	kWh	-	-	3,60	1.152,00	0,32	Scope 2, Electricity office
M4	Electricity usage - Kristianstad	Kristianstad, Industriplatan 2 (SE)	260	kWh	-	-	3,60	936,00	0,26	Scope 2, Electricity office
M4	Electricity usage - Göteborg	Gothenburg, Bror Nilssons gata 5 (SE)	3.987	kWh	-	-	3,60	14.352,00	3,99	Scope 2, Electricity office
M4	Electricity usage - Halmstad	Halmstad, Tre hjärtans väg 2 (SE)	560	kWh	-	-	3,60	2.016,00	0,56	Scope 2, Electricity office
Strypes Portugal	Electricity usage Lisbon (guarantee of origin)	Lisboa, Travessa da Trindade, 16, 2º D (PT)	136.752	kWh	-	-	3,60	492.307,20	136,75	Scope 2, Electricity office
Strypes Portugal	Electricity usage Porto (guarantee of origin)	Porto, Rua Monsenhor Fonseca Soares 44 (PT)	99.257	kWh	-	-	3,60	357.325,20	99,26	Scope 2, Electricity office
Strypes Portugal	Gasoline lease cars	n/a	10.456	Liters	2,797	29,25	31,31	327.377,36	90,94	Scope 1, Lease cars
Strypes Portugal	Privat car with lease with lease compensation	n/a	148.586	vehicle km	0,191	28,38	2,19	325.359,54	90,38	Scope 3, Private cars
Strypes Portugal	Business Flights <700 km	n/a	41.000	passenger km	0,234	9,59	1,53	62.730,00	17,43	Scope 3, Business flights
Strypes Portugal	Business Flights 700-2500 km	n/a	689.069	passenger km	0,172	118,52	1,03	709.741,07	197,15	Scope 3, Business flights
Strypes Portugal	Business Flights >2500 km	n/a	158.700	passenger km	0,157	24,92	0,93	147.591,00	41,00	Scope 3, Business flights
Yellowstar	Electricity usage Yellowstar Köln (Guarantee of Origin)	Köln, Hugo-Eckener-Strasse 20 (DE)	18.540	kWh	-	-	3,60	66.744,00	18,54	Scope 2, Electricity office
Yellowstar	Gas usage Yellowstar Köln (Guarantee of Origin)	Köln, Hugo-Eckener-Strasse 20 (DE)	5.564	m3	2,134	11,87	31,65	176.100,60	48,92	Scope 1, Gas
TriOpSys	Arval - gasoline lease cars (E10)	n/a	8.462	Liters	2,797	23,67	31,31	264.933,95	73,59	Scope 1, Lease cars
TriOpSys	Ayvens - gasoline lease cars (E10)	n/a	5.587	Liters	2,797	15,63	31,31	174.926,97	48,59	Scope 1, Lease cars
TriOpSys	Athlon - gasoline lease cars (E10)	n/a	6.879	Liters	2,797	19,24	31,31	215.376,48	59,83	Scope 1, Lease cars
TriOpSys	Leaseauto e-mobility public in kWh (Guarantee of Origin)	n/a	62.515	kWh	-	-	3,60	225.054,00	62,52	Scope 2, Electricity e-mobility
TriOpSys	Privat car with lease with lease compensation	n/a	16.656	vehicle km	0,191	3,18	2,19	36.476,64	10,13	Scope 3, Private cars
TriOpSys	Electricity usage (Guarantee of Origin) - Utrecht	Utrecht, Computerweg 5 (NL)	132.432	kWh	-	-	3,60	476.755,20	132,43	Scope 2, Electricity office
TriOpSys	Gas usage	Utrecht, Computerweg 5 (NL)	8.639	m3	2,134	18,44	31,65	273.424,35	75,95	Scope 1, Gas
TriOpSys	Public transport (train, taxi)	n/a	3.016	passenger km	0,014	0,04	0,45	1.357,20	0,38	Scope 3, Public transport
DWG	Electricity usage Amsterdam	Amsterdam, Zekeringstraat 34b (NL)	26.258	kWh	-	-	3,60	94.528,80	26,26	Scope 2, Electricity office
DWG	Electricity usage Den Bosch	Den Bosch, Rompertshof 1B (NL)	12.219	kWh	-	-	3,60	43.988,40	12,22	Scope 2, Electricity office
DWG	Electricity usage Schiedam	Schiedam, Admiraal Lucashof 5 (NL)	89.317	kWh	-	-	3,60	321.541,20	89,32	Scope 2, Electricity office
DWG	Gas usage Amsterdam	Amsterdam, Zekeringstraat 34b (NL)	4.567	m3	2,134	9,75	31,65	144.545,55	40,15	Scope 1, Gas
DWG	Gas usage Den Bosch	Den Bosch, Rompertshof 1B (NL)	2.125	m3	2,134	4,53	31,65	67.256,25	18,68	Scope 1, Gas
DWG	Gas usage Schiedam	Schiedam, Admiraal Lucashof 5 (NL)	15.533	m3	2,134	33,15	31,65	491.619,45	136,56	Scope 1, Gas
DWG	Leaseauto e-mobility public in kWh (Guarantee of Origin) - Alphabet	n/a	20.686	kWh	-	-	3,60	74.469,60	20,69	Scope 2, Electricity e-mobility
DWG	Leasecars - Gasoline	n/a	23.163	Liters	2,797	64,79	31,31	725.233,53	201,45	Scope 1, Lease cars
DWG	Leaseauto e-mobility public in kWh (Guarantee of Origin) - Multitank card	n/a	15.000	kWh	-	-	3,60	54.000,00	15,00	Scope 2, Electricity e-mobility
DWG	Privat car with lease with lease compensation	n/a	58.740	vehicle km	0,191	11,22	2,19	128.640,60	35,73	Scope 3, Private cars
Modality	Electricity usage Modality Barendrecht - guarantee of origin	Barendrecht, Augustapolder 7 (NL)	44.990	kWh	-	-	3,60	161.964,00	44,99	Scope 2, Electricity office
Modality	Gas usage Modality Barendrecht	Barendrecht, Augustapolder 7 (NL)	13.497	m3	2,134	28,80	31,65	427.180,05	118,66	Scope 1, Gas
Modality	Privat car with lease with lease compensation	n/a	76.531	vehicle km	0,191	14,62	2,19	167.602,89	46,56	Scope 3, Private cars
ICT Digital Solutions	Number of lease kilometers	n/a	80.000	vehicle km	0,191	15,28	2,19	175.200,00	48,67	Scope 1, Lease cars
ICT Digital Solutions	Gas usage	München, St.-Martin-Str. 72 (DE)	8.168	m3	2,134	17,43	31,65	258.517,20	71,81	Scope 1, Gas
ICT Digital Solutions	Electricity usage	München, St.-Martin-Str. 72 (DE)	27.225	kWh	-	-	3,60	98.010,00	27,23	Scope 2, Electricity office
ICT Digital Solutions	Gas usage	Ismaning, Reichenbackstrasse 2 (DE)	19.008	m3	2,134	40,56	31,65	601.603,20	167,11	Scope 1, Gas
ICT Digital Solutions	Electricity usage (Guarantee of Origin)	Ismaning, Reichenbackstrasse 2 (DE)	5.697	kWh	-	-	3,60	20.509,20	5,70	Scope 2, Electricity office
						2.305,81			12.501,46	
	Average FTE ICT Group Holding BV					2.196				
	CO2 ton per FTE					1,050				

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