ICT GROUP

CO₂ reduction plan 2021-2026

ICT Group B.V.

CO2 reductionplan 2021-2026
Sustainability plan
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Contents

History

Version	Date	Author	Description
0.1	07-07-2021	Peter Lamers	First version based on the previous reduction plan 2017-2020
0.2	18-08-2021	Peter Lamers	Update and review remarks processed
1.0	28-08-2021	Peter Lamers	Final version
1.1	30-06-2022	Peter Lamers	2022 update, minor changes
1.2	15-09-2022	Peter Lamers	2022 alignment with EMA update
2.0	10-05-2023	Peter Lamers	Final version

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1. Introduction

ICT Group – company profile

ICT Group bring people, technology, and ideas together. As leading provider of total solutions for industrial automation, we link our technological expertise and specialist industry and multi-domain knowledge to innovative solutions for our clients. We help them to achieve future-proof growth and sustainability.

While consultancy, projects, and managed services are the core of our service provision, we develop more and more standard products and software solutions ourselves. For you as well. It is our passion for technology that connects us. You can count on the potential of our 1.500+ technical professionals. They like the challenges posed by complicated problems and our clients' business goals.

With a track record of over 40 years, ICT Group focus on sustainable growth by offering our clients added value with proven solutions. Digital transformation, Industry 4.0, Data Intelligence and integration of IT & OT systems are the boosters of what we also stand for: Intelligence Connected Together. No challenge is beyond us. We make the world a smarter place day by day.

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 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

These spearheads are gauged with the help of quantitative KPIs and time-sensitive targets for each Corporate Social Responsibility theme.

Reducing our environmental footprint

This CO_2-Reduction plan provides insight how ICT Group will reduce its environmental footprint. This plan provides an overview of ICT Group's CO_2 reduction measures for the next five years. The specific reduction measures will be outlined in detail in the CO2-Energy Management Action Plan.

------------------------------------   10-05-2023

1.1. CO_2 reduction

As an international company with activities in six countries, ICT is fully aware of its environmental impact. By monitoring and measuring our emissions we can analyze the effects our actions have, while taking into account the footprint of our customers and suppliers in the value chain.

CO_2 Performance ladder
Since 2012 ICT is certified on level 4 of the CO_2 Performance Ladder. ICT Group uses the CO_2 Performance Ladder method for the management of our CO_2 emissions. De Performance Ladder guidelines assist ICT by determining and setting the reduction targets.

ICT Group aims to achieve level 5 certification during the next certification term.

Scope of reduction policies
The CO_2 reduction policies are only applicable to the organization boundary as defined in the organizational boundary document *[ref. Organizational Boundary ICT Group N.V. v7.0]*. The organizational boundary will be reassessed annually.

Projects obtained with a CO_2-related award advantage
ICT Group did not obtain any projects by a CO_2-related award advantage.

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2. Analysis of emissions and energy usage

2.1. Reference year

The reference year chosen is **2019**.

The year 2020 was also considered as a reference year. But the global COVID-19 pandemic had a large impact on the CO_2 emissions in 2020, which made it unsuitable as a reference year.

2.2. Emission profile

Figure 1 shows the distribution in percentages of emissions by category in the reference year. Leased cars caused most of the emissions (almost 74%), followed by private car usage and business flights, both contributed about 10 percent each.
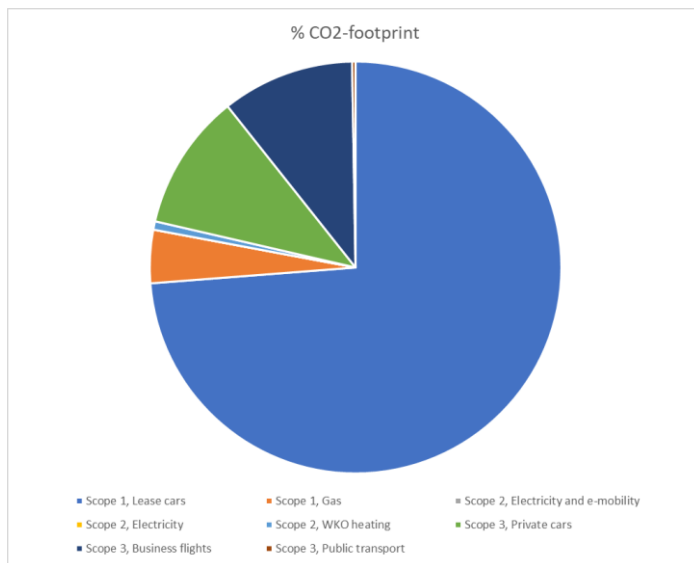

Figure 1 Emission percentage by item

Emissions by scope

Direct and indirect CO2-emissions (tons CO2)	2019
Scope 1	3.526
Scope 2	30
Scope 3 business travel	968
Total	**4.524**
Average number of total FTE	1.224
Total emission per FTE	3,70

Mobility information

Mobility related emissions (tons CO2)	2019
Lease cars	3.337
Electric vehicles (EV) (after purchase of green power)	-
Business travel with private cars	485
Public transport	12
Business flights	471
Total	**4.305**
Number of electric vehicles	87
Public transport kilometers	446.539

Building related information

Buildings related emissions (tons CO2)	2019
Electricity (after purchase of green power)	-
Heating + WKO	219
Total	**219**

Buildings related kWh usage	2019
Number kWh	1.115.012
Number m2	15.239
Number kWh per m2	73
Number kWh per FTE	911

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3. Energy- and CO_2-Emission reduction strategy

3.1. Focus areas

As indicated by the analysis of the reference year, fossil fueled leased cars are the main contributors to CO_2 emissions. Therefore, it is obvious that the reduction measures should focus on reducing emissions in this area.

3.2. Mobility reduction measures

Leased cars

In order to reduce fossil fueled lease cars a new lease policy will be introduced. The schedule of implementation is shown in Figure 2 Roadmap leased car policy.
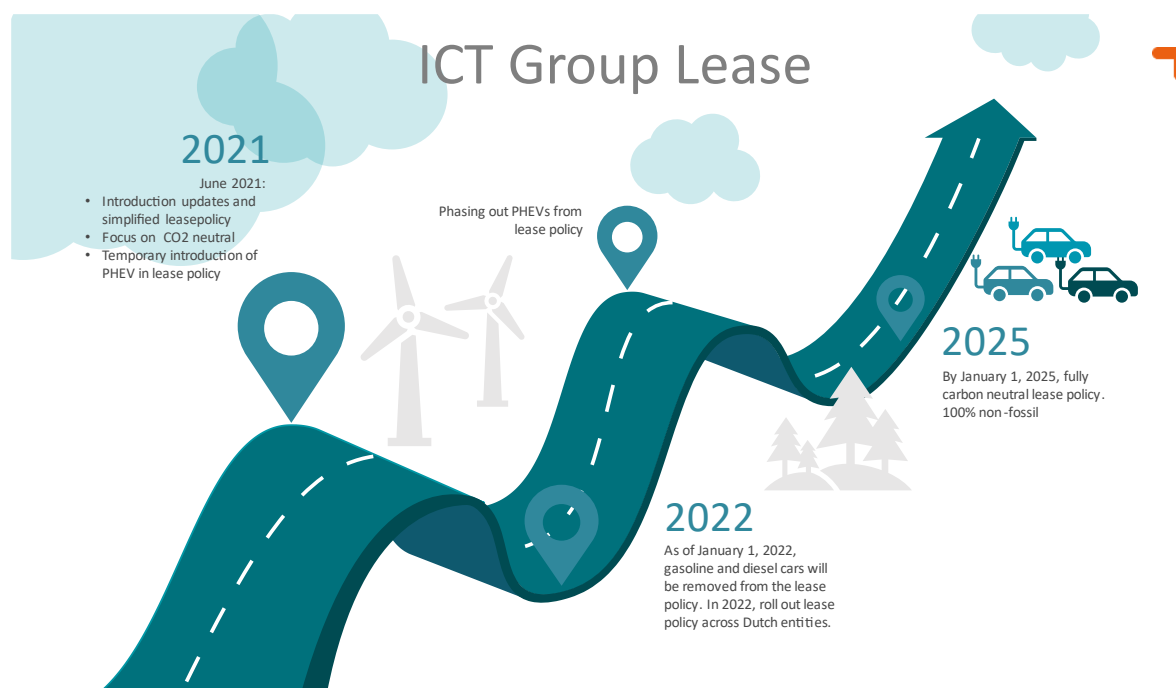

ICT Group Lease

2021
June 2021:
• Introduction updates and simplified leasepolicy
• Focus on CO2 neutral
• Temporary introduction of PHEV in lease policy

Phasing out PHEVs from lease policy

2025
By January 1, 2025, fully carbon neutral lease policy. 100% non-fossil

2022
As of January 1, 2022, gasoline and diesel cars will be removed from the lease policy. In 2022, roll out lease policy across Dutch entities.

Figure 2 Roadmap leased car policy

Main changes will be:
- Reducing standard mileage
- Annual mileage restriction on private usage of lease car
- Simplification of maximum CO_2 emission limit: the same limit for everyone

- Phase out petrol & diesel fueled cars
- Temporarily add Plug-in Hybrid Electric Vehicles (PHEV) provided charging requirement and annual inspection
- ICT Group pays for charging station and monthly subscription.

Green electricity

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

Facilitate remote working

Working from home
During the COVID-19 pandemic, ICT Group followed the government's guidelines. This means that since March 2020 employees have been working from home. ICT Group explored the possibilities of working in a hybrid situation after the COVID-19 pandemic. Meaning partially working at an office (ICT Group or customer) and partially from home.

Fundamentally the working place of the employee is at the client or at an office of ICT Group. However, when the circumstances are suitable, it is possible to partially work from home. Hybrid working is only possible in good consultation between employee and manager.

If hybrid working is possible because it fits in the job, nature of work and the customer's requirements, the guideline for hybrid working is an approximately 50/50 distribution of the contractual working hours between working at home and working at an office (ICT Group or customer).

Guidelines for working from home will be included in a the Home office policy.

Teleconferencing
During the COVID-19 we all learned inevitably how to use teleconferencing possibilities. To better enable teleconferencing from the office additional equipment was installed in several meeting rooms at ICT offices.

Mobility reduction impact
Supporting teleconferencing and working from home will have a positive impact on:
- Reducing leased car usage
- Reducing private car usage
- Reducing business flight usage

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3.3. Office related reduction measures

As indicated by the analysis of the reference year, building related emissions are limited. However it's important to continue already implemented reductions measures to maintain this level whilst keep exploring for additional reduction measures to reduce (green) energy usage.
After all, when ICT Group consumes less green energy this energy will be available to others.

Green electricity

ICT Group will continue its 100% green energy usage policy. Meaning all electricity used by ICT offices will be 100% renewable energy, CertiQ Dutch Wind energy.

Energy audits

Energy audits are conducted on a selection of offices to explore additional energy reduction possibilities. Office specific reduction measures are outlined in detail in the CO2-Energy Management Action Plan v1.0.

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4. High level reduction goals

Consideration of the main reduction measures, as described in chapter 3, allows forecasting their impact on the emissions of the years ahead.

4.1. Absolute reduction forecast

Assuming ICT Group remains its current size. The projection of the downward trend in emissions is shown in Figure 3.
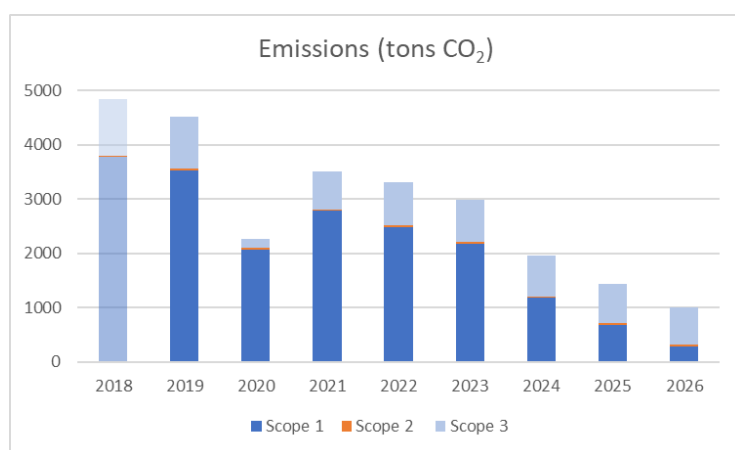

Figure 3 Target emissions

In 2026, it is expected that the emission level will be approximately 22% in comparison to the reference year, meaning a 78% reduction. Which is an average reduction of 11% annually.
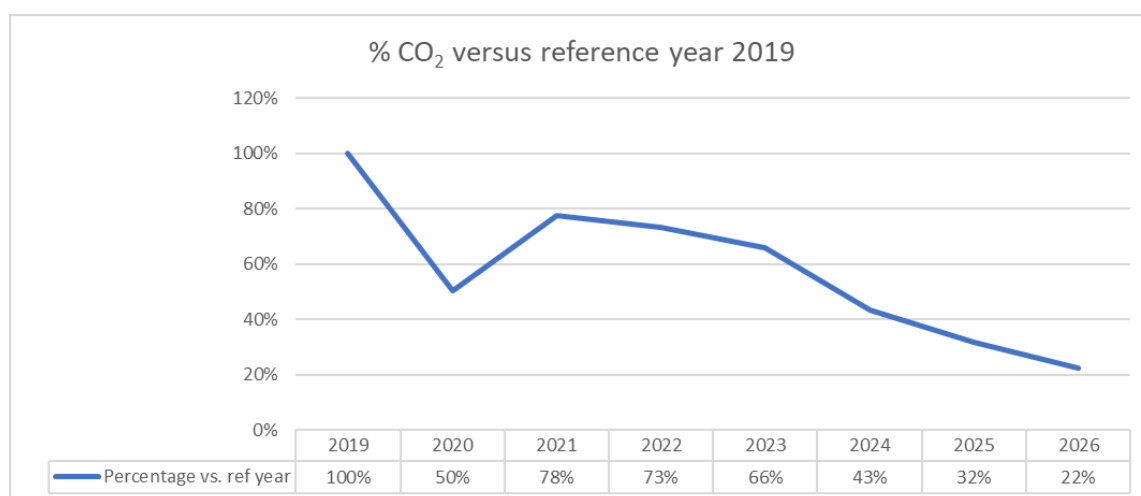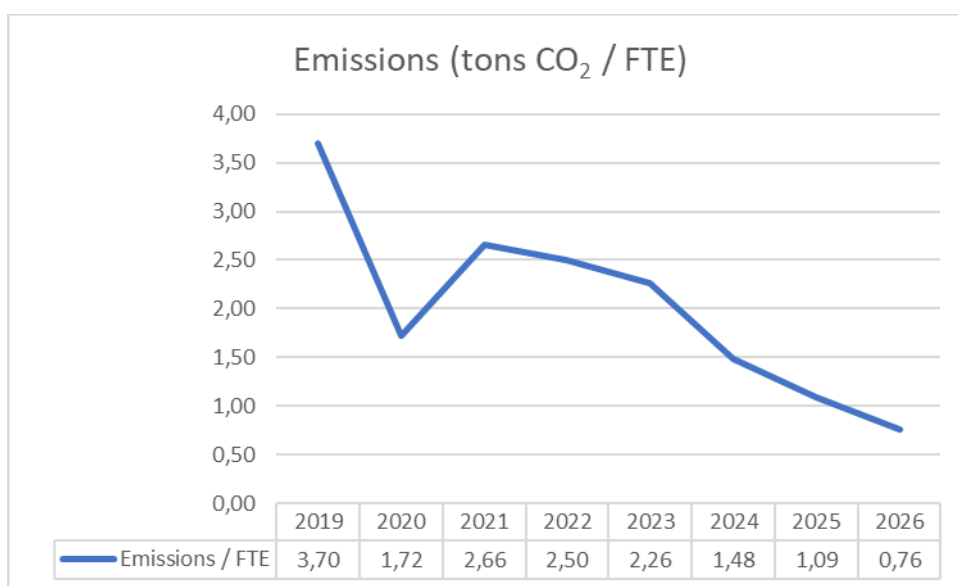

	2019	2020	2021	2022	2023	2024	2025	2026
Percentage vs. ref year	100%	50%	78%	73%	66%	43%	32%	22%

Figure 4 Percentage reduction vs. reference year

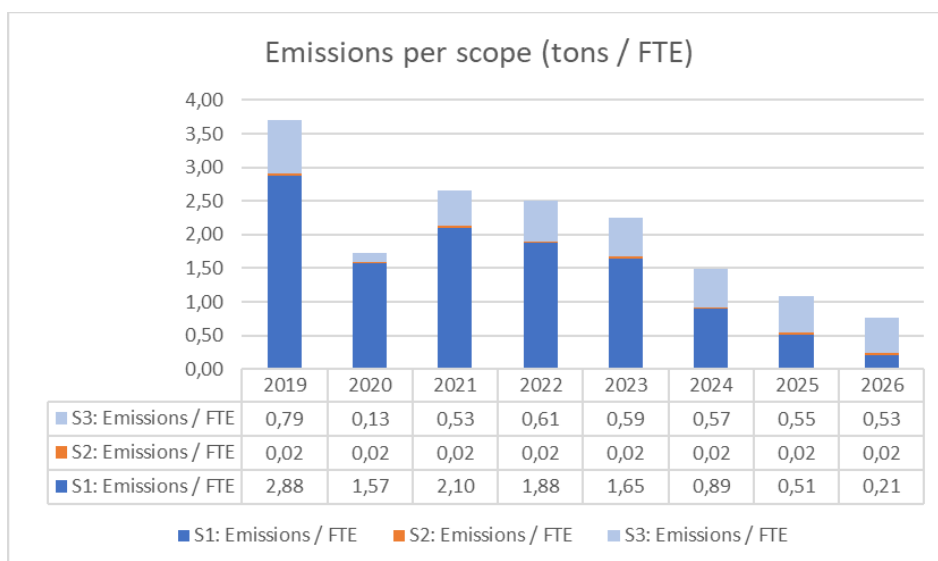ictgroup.eu

4.2. Relative reduction forecast and target

Because of ICT Group's buy-and-build strategy it's likely that ICT Group will grow further the years ahead. Therefore is more suitable to use a relative KPI to set reduction targets and for monitoring carbon emissions.
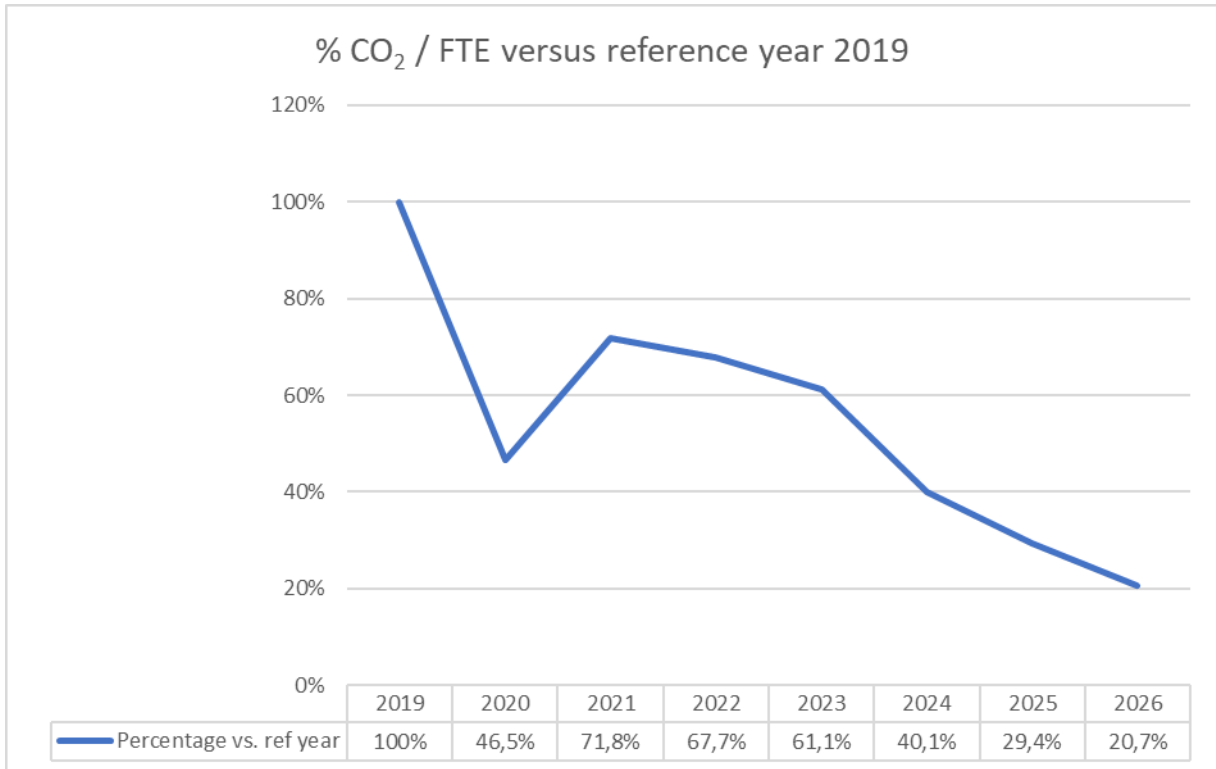The reduction KPI will be set relative to the number of FTE.

CO_2/FTE

Emissions (tons CO_2 / FTE)

	2019	2020	2021	2022	2023	2024	2025	2026
Emissions / FTE	3,70	1,72	2,66	2,50	2,26	1,48	1,09	0,76

CO2/FTE per scope (S)

Emissions per scope (tons / FTE)

	2019	2020	2021	2022	2023	2024	2025	2026
S3: Emissions / FTE	0,79	0,13	0,53	0,61	0,59	0,57	0,55	0,53
S2: Emissions / FTE	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0,02
S1: Emissions / FTE	2,88	1,57	2,10	1,88	1,65	0,89	0,51	0,21

S1: Emissions / FTE   S2: Emissions / FTE   S3: Emissions / FTE

Compared to the reference year the reference year. In 2026 the estimated reduction will be 79,3% per FTE.

Reduction development forecast

% CO$_2$ / FTE versus reference year 2019

	2019	2020	2021	2022	2023	2024	2025	2026
Percentage vs. ref year	100%	46,5%	71,8%	67,7%	61,1%	40,1%	29,4%	20,7%

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