CO2 Footprint 2024 – ICT Group B.V.

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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 2024.

CO_2-emissions	*ton CO_2*	*ton CO_2/FTE*
Direct emissions (scope 1)	1.655,31	0,789
Indirect emissions (scope 2)	59,78	0,029
Indirect emissions (scope 3) bt	705,21	0,336
Total emissions	**2.420,30**	**1,154**

Most of the CO_2 emissions in 2024 were caused by mobility.

Table 2 Total CO_2-emissions ICT Group B.V. 2024.

Building related emissions	***Scope***	***ton CO_2***	***% CO_2-footprint***	***ton CO_2/FTE***
Electricity	2	-	0,0%	-
Heating (incl. WKO heating)	1&2	405,71	16,8%	0,193
Total building related emissions	**1&2**	**405,71**	**16,8%**	**0,193**
Mobility emissions	***Scope***	***ton CO_2***	***% CO_2-footprint***	***ton CO_2/FTE***
Lease cars + e-mobility	1&2	1.309,39	54,1%	0,624
Private cars of employees	3	321,66	13,3%	0,153
Business travel - flights	3	369,65	15,3%	0,176
Public transport	3	13,89	0,6%	0,007
Total mobility emissions	**1&2**	**2.014,60**	**83,2%**	**0,961**

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 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: Healthcare, Industrial automation, R&D Engineering and Vital Infrastructure.

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. In healthcare, we provide solutions in the area of medical software development and obstetrics.

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. 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'. ICT also plans to be certified for ISO 14001 in the second half of 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).

2.1. Control method

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 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 9.0 20-05-2025.

Notable changes in 2024

- As per January 1st, 2024 the Dutch entities InTraffic and Fourtress merged into ICT Netherlands BV.
  - February, 2024 acquisition of TriOpSys B.V.
  - December, 2024 legal merges Up2 and Kodar into ICT Strypes BG
  - ICT Nordics AB contains ICT Sweden AB (startup) and ICT Additude AB

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

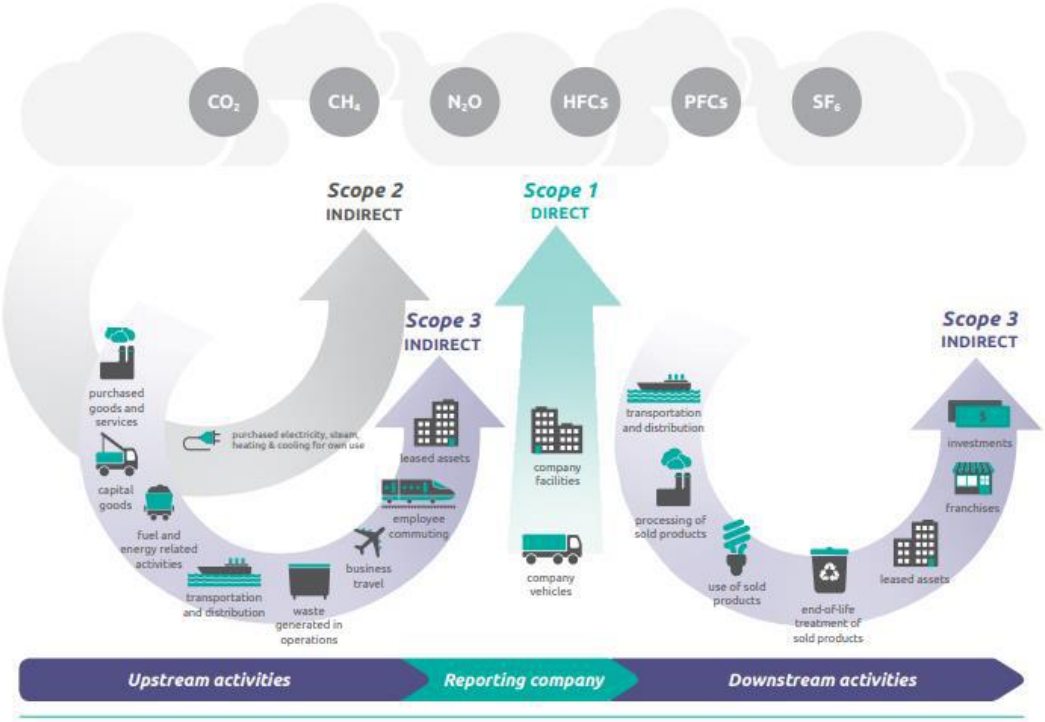

Figure 1 scope diagram

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 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 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 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 CO_2 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 2024. For a description of the organizational boundary, see the document Organizational Boundary V9.0. An addition: as of 1st January InTraffic B.V. was merged into ICT Netherlands B.V. and on 1st February 2024 ICT has acquired TriOpSys B.V.

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

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 document 'Protocol Invulling CO_2-Management applicatie.docx'. 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. Emissions

7.1. Total emission results

In attachment 1: Data collection 2024, 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	*CO2 emission (ton)*	*% of total CO_2 Footprint*
Scope 1, Lease cars	1.309,39	54,1%
Scope 1, Gas	345,92	14,3%
Scope 1, Total	**1.655,31**	**68,4%**
Scope 2, Electricity and e-mobility	-	0,0%
Scope 2, Electricity	-	0,0%
Scope 2, WKO heating	59,78	2,5%
Scope 2, Total	**59,78**	**2,5%**
Scope 3, Public transport	13,89	0,6%
Scope 3, Private cars	321,66	13,3%
Scope 3, Business flights	369,65	15,3%
Scope 3, total	**705,21**	**29,1%**
Total CO2 Footprint	**2.420,30**	**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 B.V. buildings

Entity	*Office*	*Electricity ton CO2*	*Gas ton CO2*	*WKO Heating ton CO2*	*Total emission ton CO2*
Additude AB	Malmo	-	4,90	0,00	4,90
Additude AB	Lund	-	6,53	0,00	6,53
CIS	Ismaning	-	54,08	0,00	54,08
ICT Netherlands BV	Eindhoven III	-	14,92	0,00	14,92
ICT Netherlands BV	Groningen	-	5,26	0,00	5,26
ICT Netherlands BV	Deventer	-	62,95	0,00	62,95
ICT Netherlands BV	Barendrecht	-	-	13,70	13,70
ICT Netherlands BV	Bergen op Zoom	-	-	-	-
ICT Netherlands BV	Eindhoven I	-	-	19,75	19,75
ICT Netherlands BV	Maastricht	-	-	-	-
ICT Netherlands BV	Dreumel	-	4,88		4,88
ICT Netherlands BV	Nieuwegein (1)	-		18,68	18,68
ICT Netherlands BV	Eindhoven II	-	8,86	0,00	8,86
ICT Netherlands BV	Nieuwegein (2)	-		7,65	7,65
ICT Healthcare Techn. Solutions B.V.	Bellegem	-	0,85	0,00	0,85
Improve Quality Services B.V.	Baarn	-	5,42	0,00	5,42
INNOCY	Houten	-	2,50	0,00	2,50
Incore Software B.V.	Amsterdam	-	13,66	0,00	13,66
Kodar	Plovdiv	-	-	-	-
Strypes Portugal	Lisbon	-			
Strypes EOOD	Sofia	-	73,41	0,00	73,41
Strypes EOOD	Burgas	-	-	-	-
Strypes EOOD	Varna	-	-	-	-
UP2	Sofia	-	-	-	-
Yellowstar	Barendrecht	-	61,60	0,00	61,60
Yellowstar	Woerden	-	-	-	-
Yellowstar	Köln	-	11,87	0,00	11,87
TriOpSys	Utrecht	-	14,23	0,00	14,23
	Total		345,92	59,78	405,70

Note: The 2nd location of Additude and the location of TriOpSys are added.

Mobility

Table 5 shows the mobility emissions.

Table 5 CO_2-emission mobility.

Mobility emissions	Scope	ton CO_2
Lease cars + e-mobility	1&2	1.309,39
Private cars of employees	3	321,66
Business travel - flights	3	369,65
Public transport	3	13,89
Total mobility emissions	**1&2**	**2.014,60**

Table 6 shows the percentage of Electric and PHEV cars compared to total number of lease cars, which is 75,6% in 2024.

Note: over 2024 the total number of lease cars of TriOpSys are included.

Table 6 CO_2-emission mobility

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

8. Conclusion

This document reports the CO_2-Footprint of ICT Group B.V. over the year 2024.

The total CO_2-Footprint of ICT Group B.V. in 2024 is 2420 ton CO_2 which is, for the most part due to mobility and especially the usage of lease cars.

Over 2024, the CO2 reductions targets are met and no extra reduction measures are needed.

9. Authorisation

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

10. Attachment 1: Data collection 2024

Company	Description energy sort	Q4-2024 YTD - consumption	Unity	Emission factc	Q4-2024 YTD CO_2 emission in t	MWh	Scope
ICT Group B.V. - company only	Alphabet Diesel leasecars	1.864	Liters	3,256	6,07	18,58	Scope 1, Lease cars
ICT Group B.V. - company only	Athlon gasoline lease cars (E10)	1.309	Liters	2,821	3,69	11,39	Scope 1, Lease cars
ICT Group B.V. - company only	Leaseauto e-mobility public in kWh (Guarantee of Origin)	17.845	kWh	-	-	17,85	Scope 2, Electricity e-mobility
ICT Group B.V. - company only	Privat car with lease with lease compensation	9.376	vehicle km	0,193	1,81	5,70	Scope 3, Private cars
ICT Group B.V. - company only	Business Flights <700 km	12.220	passeng er km	0,234	2,86	5,19	Scope 3, Business flights
ICT Group B.V. - company only	Business Flights 700-2500 km	19.604	passeng er km	0,172	3,37	5,61	Scope 3, Business flights
ICT Group Finance BV	Athlon gasoline lease cars (E10)	1.467	Liters	2,821	4,14	12,76	Scope 1, Lease cars
ICT Group Finance BV	Leaseauto e-mobility public in kWh (Guarantee of Origin)	658	kWh	-	-	0,66	Scope 2, Electricity e-mobility
ICT Group Finance BV	Privat car with lease with lease compensation	18.219	vehicle km	0,193	3,52	11,08	Scope 3, Private cars
ICT Netherlands BV	Athlon gasoline lease cars (E10)	222.875	Liters	2,821	628,73	1.938,40	Scope 1, Lease cars
ICT Netherlands BV	Alphabet gasoline leasecars (E10)	133.510	Liters	2,821	376,63	1.161,17	Scope 1, Lease cars
ICT Netherlands BV	Alphabet diesel lease cars	3.941	Liters	3,256	12,83	39,30	Scope 1, Lease cars
ICT Netherlands BV	Athlon diesel lease cars	10.050	Liters	3,256	32,72	100,22	Scope 1, Lease cars
ICT Netherlands BV	Leaseauto e-mobility public in kWh (Guarantee of Origin)	1.261.458	kWh	-	-	1.261,46	Scope 2, Electricity e-mobility
ICT Netherlands BV	Electricity usage Green - Groningen (Guarantee of Origin)	22.337	kWh	-	-	22,34	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Bergen op Zoom (Guarantee of Origin)	43.471	kWh	-	-	43,47	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Maastricht (Guarantee of Origin)	2.524	kWh	-	-	2,52	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Barendrecht (Guarantee of Origin)	272.353	kWh	-	-	272,35	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Deventer (Guarantee of Origin) new office	169.624	kWh	-	-	169,62	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Green - Eindhoven (Guarantee of Origin)	113.437	kWh	-	-	113,44	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Dreumel (guarantee of origin)	25.263	kWh	-	-	25,26	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Baarn (guarantee of origin)	8.460	kWh	-	-	8,46	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage - Eindhoven OrangeNXT (Guarantee of Origin)	13.830	kWh	-	-	13,83	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Yellowstar Barendrecht (Guarantee of Origin)	165.992	kWh	-	-	165,99	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Fourtress (guarantee of origin)	40.192	kWh	-	-	40,19	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Breda (guarantee of origin)	6.801	kWh	-	-	6,80	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Nieuwegein 7B (guarantee of origin)	216.307	kWh	-	-	216,31	Scope 2, Electricity office
ICT Netherlands BV	Electricity usage Nieuwegein 11 (zonnepanelen)	34.730	kWh	-	-	34,73	Scope 2, Electricity office
ICT Netherlands BV	Gas usage Dreumel	2.287	m3	2,134	4,88	20,11	Scope 1, Gas
ICT Netherlands BV	Gas usage - Groningen	2.465	m3	2,134	5,26	21,67	Scope 1, Gas
ICT Netherlands BV	Gas usage - Deventer new office	29.500	m3	2,134	62,95	259,35	Scope 1, Gas
ICT Netherlands BV	Gas usage - Baarn	2.538	m3	2,134	5,42	22,31	Scope 1, Gas
ICT Netherlands BV	Gas usage Eindhoven OrangeNXT	4.150	m3	2,134	8,86	36,49	Scope 1, Gas
ICT Netherlands BV	Gas usage Yellowstar Barendrecht (Guarantee of Origin)	28.868	m3	2,134	61,60	253,80	Scope 1, Gas
ICT Netherlands BV	Gas usage - Eindhoven Fourtress	6.990	m3	2,134	14,92	61,45	Scope 1, Gas
ICT Netherlands BV	Geothermal heating Nieuwegein - Iepenhoeve 11	746	GJ	25,050	18,68	207,13	Scope 2, WKO heating
ICT Netherlands BV	Geothermal heating Nieuwegein - Iepenhoeve 7	305	GJ	25,050	7,65	84,83	Scope 2, WKO heating
ICT Netherlands BV	Geothermal heating Barendrecht	547	GJ	25,050	13,70	151,94	Scope 2, WKO heating
ICT Netherlands BV	Geothermal heating Eindhoven	788	GJ	25,050	19,75	219,03	Scope 2, WKO heating
ICT Netherlands BV	Privat car with lease with lease compensation	1.405.703	vehicle km	0,193	271,30	855,14	Scope 3, Private cars
ICT Netherlands BV	Public transport (mix)	685.746	passeng er km	0,020	13,71	85,72	Scope 3, Public transport
ICT Netherlands BV	Business Flights <700 km	76.608	passeng er km	0,234	17,93	32,56	Scope 3, Business flights
ICT Netherlands BV	Business Flights 700-2500 km	323.176	passeng er km	0,172	55,59	92,46	Scope 3, Business flights
ICT Netherlands BV	Business Flights >2500 km	79.821	passeng er km	0,157	12,53	20,62	Scope 3, Business flights

ICT Healthcare Technolog Solutions B.V.	Leasecars - Gasoline	8.514	Liters	2,821	24,02	74,05	Scope 1, Lease cars
ICT Healthcare Technolog Solutions B.V.	Leasecars - Diesel	996	Liters	3,256	3,24	9,93	Scope 1, Lease cars
ICT Healthcare Technolog Solutions B.V.	E-mobility (Guarantee of Origin)	46.412	kWh	-	-	46,41	Scope 2, Electricity e-mobility
ICT Healthcare Technolog Solutions B.V.	Electricity usage Bellegem (guarantee of origin)	1.320	kWh		-	1,32	Scope 2, Electricity office
ICT Healthcare Technolog Solutions B.V.	Gas usage Bellegem	396	m3	2,134	0,85	3,48	Scope 1, Gas
ICT Healthcare Technolog Solutions B.V.	Privat car with compensation	644	vehicle km	0,193	0,12	0,39	Scope 3, Private cars
ICT Healthcare Technolog Solutions B.V.	Business Flights <700 km	8.959	passenger km	0,234	2,10	3,81	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Business Flights 700-2500 km	39.683	passenger km	0,172	6,83	11,35	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Business Flights >2500 km	10.346	passenger km	0,157	1,62	2,67	Scope 3, Business flights
ICT Healthcare Technolog Solutions B.V.	Public transport (train, taxi)	6.480	passenger km	0,020	0,13	0,81	Scope 3, Public transport
Strypes EOOD	Electricity usage Sofia (guarantee of origin)	286.930	kWh	-	-	286,93	Scope 2, Electricity office
Strypes EOOD	Gas usage Sofia	34.401	m3	2,134	73,41	302,44	Scope 1, Gas
Strypes EOOD	Electricity usage Burgas (guarantee of origin)	12.067	kWh	-	-	12,07	Scope 2, Electricity office
Strypes EOOD	Electricity usage Varna (guarantee of origin)	10.848	kWh			10,85	Scope 2, Electricity office
Strypes EOOD	Privat car with compensation	116.108	vehicle km	0,193	22,41	70,63	Scope 3, Private cars
Strypes EOOD	Business Flights <700 km	6.796	passenger km	0,234	1,59	2,89	Scope 3, Business flights
Strypes EOOD	Business Flights 700-2500 km	1.147.293	passenger km	0,172	197,33	328,25	Scope 3, Business flights
Strypes EOOD	Business Flights >2500 km	129.696	passenger km	0,157	20,36	33,50	Scope 3, Business flights
INNOCY	Alphabet - Lease Gasoline	25.577	Liters	2,821	72,15	222,45	Scope 1, Lease cars
INNOCY	Alphabet -Lease Diesel	451	Liters	3,256	1,47	4,50	Scope 1, Lease cars
INNOCY	Athlon - Lease Diesel	-	Liters	3,256	-	-	Scope 1, Lease cars
INNOCY	Athlon - Lease Gasoline	4.787	Liters	2,821	13,50	41,63	Scope 1, Lease cars
INNOCY	e-mobility (Guarantee of Origin)	269.958	kWh	-	-	269,96	Scope 2, Electricity e-mobility
INNOCY	Electricity usage (Guarantee of Origin) - Houten	49.143	kWh	-	-	49,14	Scope 2, Electricity office
INNOCY	Gas usage - Houten	1.172	m3	2,134	2,50	10,30	Scope 1, Gas
INNOCY	Privat car with lease with lease compensation	35.931	vehicle km	0,193	6,93	21,86	Scope 3, Private cars
INNOCY	Public transport (train, taxi)	-	passenger km	0,020	-	-	Scope 3, Public transport
Additude AB	Electricity usage Additude (guarantee of origin)	43.506	kWh	-	-	43,51	Scope 2, Electricity office
Additude AB	Gas usage	2.296	m3	2,134	4,90	20,19	Scope 1, Gas
Additude AB	Electricity usage Additude (guarantee of origin)	10.200	kWh	-	-	10,20	Scope 2, Electricity office
Additude AB	Gas usage	3.060	m3	2,134	6,53	26,90	Scope 1, Gas
Additude AB	Number of lease kilometers	6.140	vehicle km	0,193	1,19	3,74	Scope 1, Lease cars
Additude AB	Privat car with lease with lease compensation	38.131	vehicle km	0,193	7,36	23,20	Scope 3, Private cars
Additude AB	Business Flights <700 km	84.812	passenger km	0,234	19,85	36,05	Scope 3, Business flights
Additude AB	Business Flights 700-2500 km	28.850	passenger km	0,172	4,96	8,25	Scope 3, Business flights
Kodar	Electricity usage Kodar (guarantee of origin) - new office	93.955	kWh	-	-	93,96	Scope 2, Electricity office
Kodar	Privat car with compensation	29.921	vehicle km	0,193	5,77	18,20	Scope 3, Private cars
Kodar	Business Flights <700 km	1.050	passenger km	0,234	0,25	0,45	Scope 3, Business flights
Kodar	Business Flights 700-2500 km	70.774	passenger km	0,172	12,17	20,25	Scope 3, Business flights
UP2	Electricity usage UP2 (guarantee of origin)	27.472	kWh	-	-	27,47	Scope 2, Electricity office
UP2	Privat car with compensation	1.423	vehicle km	0,193	0,27	0,87	Scope 3, Private cars
UP2	Business Flights 700-2500 km	55.776	passenger km	0,172	9,59	15,96	Scope 3, Business flights
Strypes Portugal	Electricity usage Lisbon (guarantee of origin)	38.400	kWh	-	-	38,40	Scope 2, Electricity office
Strypes Portugal	Electricity usage Porto (guarantee of origin)	58.820	kWh	-	-	58,82	Scope 2, Electricity office
Yellowstar	Electricity usage Yellowstar Köln (Guarantee of Origin)	18.540	kWh	-	-	18,54	Scope 2, Electricity office
Yellowstar	Gas usage Yellowstar Köln (Guarantee of Origin)	5.564	m3	2,134	11,87	48,92	Scope 1, Gas
Incore Software	Electricity usage incore Amsterdam (guarantee of origin)	36.800	kWh	-	-	36,80	Scope 2, Electricity office
Incore Software	Gas usage	6.400	m3	2,134	13,66	56,27	Scope 1, Gas
Incore Software	Privat car with lease with lease compensation	11.186	vehicle km	0,193	2,16	6,80	Scope 3, Private cars
CIS	Number of lease kilometers	80.000	vehicle km	0,193	15,44	48,67	Scope 1, Lease cars
CIS	Gas usage	25.344	m3	2,134	54,08	222,82	Scope 1, Gas
CIS	Electricity usage (Guarantee of Origin)	7.596	kWh	-	-	7,60	Scope 2, Electricity office
TriOpSys	Gas usage - Utrecht	6.669	m3	2,134	14,23	58,63	Scope 1, Gas
TriOpSys	Lease Diesel	815	Liters	3,256	2,65	8,13	Scope 1, Lease cars
TriOpSys	Lease Gasoline	39.315	Liters	2,821	110,91	341,93	Scope 1, Lease cars
TriOpSys	Electricity usage TriOpSys Utrecht	133.390	kWh	-	-	133,39	Scope 2, Electricity office
TriOpSys	E-mobility	112.930	kWh	-	-	112,93	Scope 2, Electricity e-mobility
TriOpSys	Public transport (train)	2.686	passenger km	0,017	0,05	0,14	Scope 3, Public transport
TriOpSys	Business Flights (Average all distances)	3.983	passenger km	0,182	0,72	1,14	Scope 3, Business flights

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