



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

H1-2021

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## History

Version	Date	Author	Description
0.1	01-12-2021	M. Vrisekoop	Initial version
0.2	19-01-2022	M. Vrisekoop	New layout
0.3	09-02-2022	M. Vrisekoop	Further adjustments layout, review QHSE Manager
1.0	11-02-2022	M.Vrisekoop	Final version

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## Distribution

Version	Date	To	Company
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## 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 the United States.

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 very important share in 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 the participation in the 'SKAO CO<sub>2</sub>-Prestatieladder'.

## 1.1. Responsible

For the sustainability policies the final responsibility lies with the Chief Financial Officer (CFO) of ICT Group B.V.

## 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. The period in which the CO<sub>2</sub> reduction measures must be realised is 2021 to 2026.

### 1.3. Organizational Boundary

In paragraph 6.3 of the ‘CO<sub>2</sub>-Prestatieladder’ manual is recorded 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 2021 [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	This is not relevant, as 2016 is the reference year.

	inventory (6.4.1), and documentation of any limitations to comparability resulting from such recalculation;	
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	16-12-2021	5.2	ICT Group N.V. - Organizational Boundary 2021
2	23-08-2021	1.0	ICT Group N.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 have to report their energy consumption with respect to scope 1, scope 2 and scope 3 CO<sub>2</sub> emissions.

## 1.7. Footprint development 2020 vs 2021

Scope	Q2-2021 YTD CO <sub>2</sub> emission in ton	Q2-2020YTD CO <sub>2</sub> emission in ton	Diff. % CO <sub>2</sub> emission	Q2-2021 YTD % of total CO <sub>2</sub> Footprint	Q2-2020 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 2021	CO <sub>2</sub> emission in ton per FTE 2020	Diff. % CO <sub>2</sub> in ton per FTE
Scope 1, Lease cars	663,23	746,38	-11,1%	74,2%	67,9%	9,3%	0,449	0,566	-20,7%
Scope 1, Gas	121,38	74,89	62,1%	13,6%	6,8%	99,4%	0,082	0,057	44,7%
<b>Scope 1, Total</b>	<b>784,60</b>	<b>821,26</b>	<b>-4,5%</b>	<b>87,8%</b>	<b>74,7%</b>	<b>17,5%</b>	<b>0,532</b>	<b>0,623</b>	<b>-14,7%</b>
Scope 2, Electricity and e-mobility	-	-	-	0,0%	0,0%	0,0%	0,000	-	0,0%
Scope 2, Electricity	-	-	-	0,0%	0,0%	0,0%	0,000	-	0,0%
Scope 2, WKO heating	78,41	78,41	0,0%	8,8%	7,1%	23,0%	0,053	0,059	-10,7%
<b>Scope 2, Total</b>	<b>78,41</b>	<b>78,41</b>	<b>0,0%</b>	<b>8,8%</b>	<b>7,1%</b>	<b>23,0%</b>	<b>0,053</b>	<b>0,059</b>	<b>-10,7%</b>
Scope 3, Public transport	0,76	4,03	-81,1%	0,1%	0,4%	-76,7%	0,001	0,003	-83,1%
Scope 3, Private cars	26,87	136,69	-80,3%	3,0%	12,4%	-75,8%	0,018	0,104	-82,4%
Scope 3, Business flights	2,91	58,87	-95,1%	0,3%	5,4%	-93,9%	0,002	0,045	-95,6%
<b>Scope 3, Total</b>	<b>30,54</b>	<b>199,59</b>	<b>-84,7%</b>	<b>3,4%</b>	<b>18,2%</b>	<b>-81,2%</b>	<b>0,021</b>	<b>0,151</b>	<b>-86,3%</b>
<b>Total CO2 Footprint</b>	<b>893,56</b>	<b>1.099,26</b>	<b>-18,7%</b>	<b>100,0%</b>	<b>100,0%</b>	<b>0,0%</b>	<b>0,605</b>	<b>0,834</b>	<b>-27,4%</b>

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

### *ICT Group B.V.*

Year	2016	2017	2018	2019	2020	2021
CO <sub>2</sub> -emission H1	-	-	2.398	2.371	1.466	893,55
CO <sub>2</sub> -emission H2	-	-	2.419	2.153	808	
CO <sub>2</sub> -emission total	4.220	4.579	4.817	4.524	2.274	893,55

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 a 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 be introduced. The schedule of implementation is shown in

Figure 1 Roadmap leased car policy.

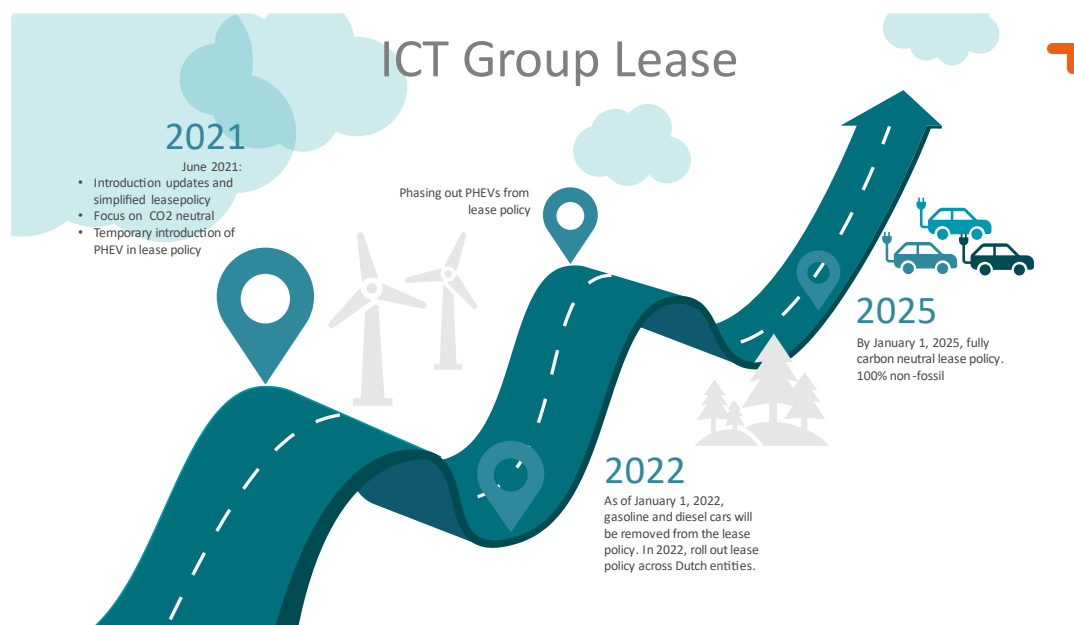


Figure 1 Roadmap leased car policy

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 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 the buildings and e-mobility will be 100% renewable energy, CertiQ Dutch Wind energy.

## Reduction Measures Mobility

Nr.	Reduction Measures Mobility	Implementation year	Qualification	Done y/n	Remarks
3.2.1	Reducing standard milage	As off July 2021	Policy	Y	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	y	See 3.2.1
3.2.3	Simplification of maximum CO2 emission limit: the same limit for everyone	2021	Policy	y	See 3.2.1
3.2.4	Phase out Fossil fueled cars	July 2021-2026	Policy	y	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	y	See 3.2.1
3.2.6	ICT Group pays for charging station and monthly subscription		Policy	y	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	y	
3.2.8	Facilitate working from home and teleconferencing	2020		y	After COVID19 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 load poles at the offices	2021-2026		N	

## Reduction Measures Buildings

Nr.	Reduction Measures Building	Implementation Year	Qualification	Done Y/N	Remarks
1	Energy management: Energy registration- and controlling system	2022	Ongoing	y	All data will each quarter registered in the carbon manager.
2	Usage of 100% green energy	2021	policy	y	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	y	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 October 2021 the CO<sub>2</sub> Footprint over H1- 2021 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> )	H1-2021	H1-2020	Increase / decrease in %
Scope 1	784,60	821,26	-4,5%
Scope 2	78,41	78,41	0,0%
Scope 3	30,54	199,59	-84,7%
Total	893,55	1099,26	-18,7%
Average number of total FTE	1476	1318	12,0%
Total emission per FTE	0,61	0,83	-27,4%
Buildings related emissions (ton CO <sub>2</sub> )	H1-2021	H1-2020	Increase / decrease in %
Electricity	-	-	-
Heating + WKO	78,41	78,41	0,0%
Total	78,41	78,41	0,0%
Buildings related kWh	H1-2021	H1-2020	Increase / decrease in %
Number kWh (before the purchase of green power)	533565	351347	51,9%
Number m <sup>2</sup>	18923	16567	14,2%
Number kWh per m <sup>2</sup> (before the purchase of green power)	28,20	21,21	33,0%
Number kWh per FTE (before the purchase of green power)	361,49	266,58	35,6%
Mobility related emissions (ton CO <sub>2</sub> )	H1-2021	H1-2020	Increase / decrease in %
Lease cars	663,23	746,38	-11,1%
Electric vehicles (EV) (after purchase of green power)	-	-	-
Business travel with private cars	26,87	136,69	-80,3%
Public transport	0,76	4,03	-81,1%
Business flights	2,91	59,87	-95,1%
Total	693,77	946,97	-26,7%
Number of electric vehicles	146,00	89,00	64,0%
Public transport kilometers	21382,00	118997,00	-82,0%
Number kWh electric driving	H1-2021	H1-2020	Increase / decrease in %
Number kWh electric driving	370957	336018	10,4%

## 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 27,4%. The decrease of the relative CO<sub>2</sub> emission per FTE is mainly due to the COVID-19 restrictions and the emphasis on working from home. This resulted not only in a decrease in mobility related emissions, but also in a decrease of building related kWh (per FTE) emissions. Furthermore there is an increase of the use of electric lease cars instead of diesel or gasoline cars.

The number of FTE increased in 2021 with 12,0% compared to 2020.

#### *Mobility*

The lease car related CO<sub>2</sub> emissions have decreased with 11,1% compared to 2020. Also the CO<sub>2</sub> emissions of business flights and the usage of public transport have decreased. The usage of more electric lease cars instead of diesel or gasoline lease cars had a positive effect. The Dutch government subsidies on the lease of electric cars instead of fossil fuelled cars and the focus of ICT Group B.V. on promoting and providing additional subsidies were successful. The amount of electric cars has increased with 64,0%.

Another trend is that the CO<sub>2</sub> emissions due to business flights have decreased with 95,1% in 2021 compared to 2020. This is due to COVID-19 travel restrictions.

#### *Buildings*

The number of offices increased from 20 in 2020 to 21 in 2021. The building-related emissions were the same. This is mainly due to COVID19 restrictions and working mainly from home. Some offices were even closed for a certain period. However, the electrical usage of Bulgaria is substantially higher than before. This will be further investigated.

### 4.2. Conclusion

The absolute CO<sub>2</sub> emissions have decreased with 18,7%. This is mainly due to the COVID-19 restrictions, but also promoting electric cars is beginning to have an impact. The amount of kWh used for Electric driving has increased with 10,4%.

The CO<sub>2</sub> emissions even decreased despite the fact that the number of employees increased with 12,0% and the number of buildings and m<sup>2</sup> have increased.

The CO<sub>2</sub> emissions per FTE have decreased with 27,4%. The absolute CO<sub>2</sub> emissions per FTE of 0,61 ton over H1-2021 is below the targeted CO<sub>2</sub> emission per FTE of 1,2 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 2021.

### ***Mobility***

The CO<sub>2</sub> emissions on lease cars per FTE have decreased. This is due to the implementation of the new mobility policy.

At the beginning of 2021 the promotion of electric driving continued and a new mobility policy was discussed internally, targeting a more sustainable mobility policy.

The new lease policy has become effective from 1. July 2021. From then on, the number of electric lease cars will increase more rapidly and, subsequently, mean less fossil fuelled lease cars.

The CO<sub>2</sub> emissions related to business flights have decreased significantly (95,1%). This is mainly due to the COVID19 travel restrictions.

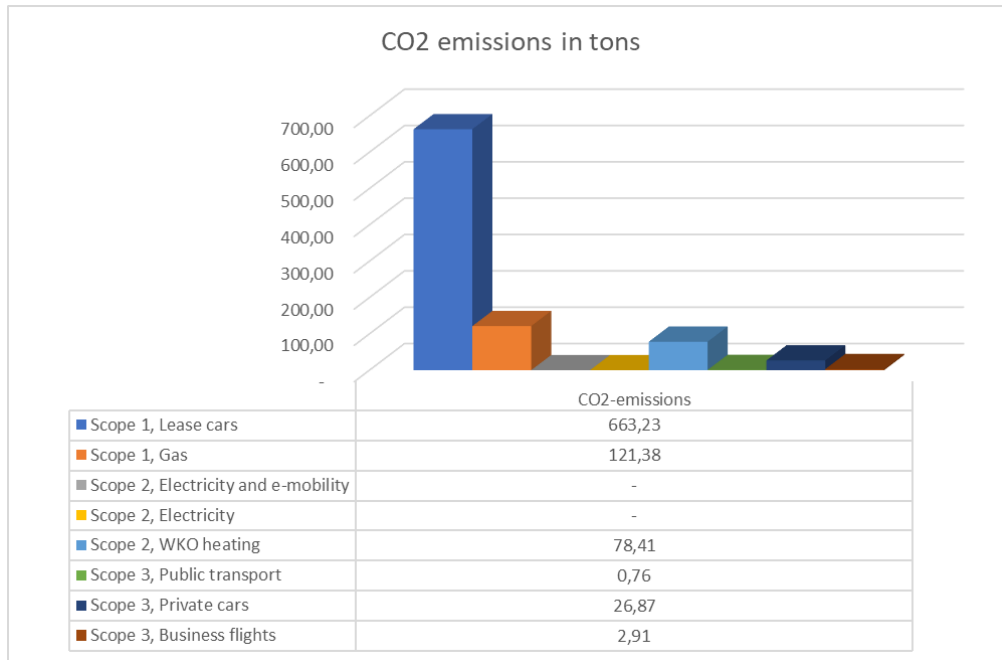
### ***Buildings***

The building related absolute CO<sub>2</sub> emissions have stayed the same as in 2020, while the number of offices increased from 20 to 21 offices.

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 trend and take actions where needed.

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

### CO<sub>2</sub> emissions H1-2021 per scope



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