



Our
Group Values



ICT Group values with respect to individual characteristics, culture and identity of the group members

Everyone has values and norms, shaped by who we are, by our background and/or our ideals. This is true for individuals, but it is also true for companies. Values in companies connect and give direction.

The values of the various ICT Group companies were brought together in the ICT Group Values. The ICT Group Values serve as an umbrella in which there is room for the identity, culture and values of all group entities. No matter how different we are, there is always something that binds us.

This booklet describes the ICT Group Values and our ambition. Our ambition for our customers, our people and our environment. Together we want to create a smarter world.



How did we determine our Group Values?

Together we have looked at what unites us as companies, departments and colleagues. This way we were able to determine our Group Values.

They represent who we are, what we regard important as an organization and in which areas we are valuable for our society. Our Group Values are the starting point for determining how we work together.

Within ICT Group we share
3 commonly held Group Values:

- ▮ We are leading experts;
- ▮ It is our challenge to link people, technologies and ideas;
- ▮ We are passionately involved.

*Identifying our Group
Values is a good starting
point. Together, we can give
further substance to them
and make them real.*



GROUP VALUE

We are leading **experts**

With our sustainable innovative vision, domain knowledge and drive for technological solutions, we create impact and deliver the best quality and results.





GROUP VALUE

It is our challenge to link
people, technologies and ideas

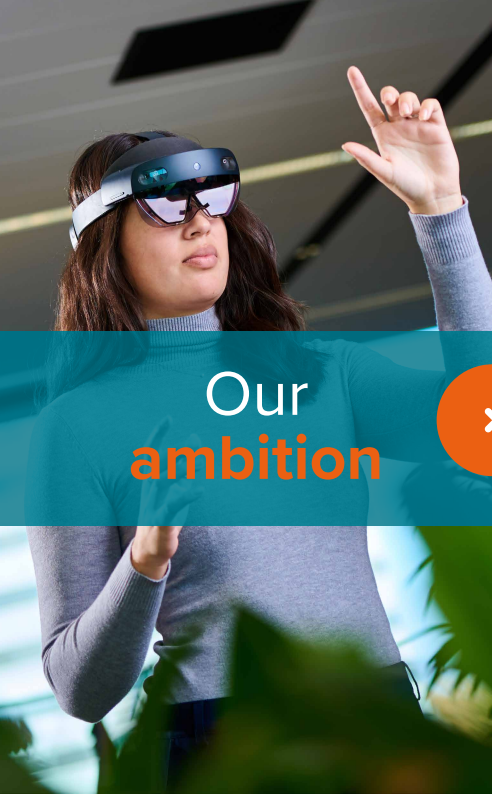
We collaborate with our customers, partners, suppliers and colleagues, with respect, transparency and responsibility in an open setting and with a no-nonsense mentality. Our people make the difference in delivering value to our customers.

GROUP VALUE

We are passionately **involved**

We are passionately involved and strive for the best and most sustainable solutions for our customers and their markets.





Our ambition



For our customers

- ✔ We are a leading Northern European technology solutions provider
- ✔ We are known for our innovations, domain knowledge and expertise
- ✔ We are always shortlisted by our customers

For our people

- ✔ We welcome talented people of all gender, cultural background, religion and sexual orientation. Differences are respected and embraced.
- ✔ We stimulate self-leadership and motivate our people to develop in line with their talent and ambition
- ✔ We encourage entrepreneurship throughout our organization

For our environment

- ✔ We are very much aware of our responsibilities as employer, supplier, client and business partner and underwrite the United Nations Sustainable Development Goals (SDG's).
- ✔ We reduce our ecological footprint and that of the world
- ✔ We maintain high ethical and business integrity standards





| Creating a **Smarter** World



