

THALES NEDERLAND B.V.

CO₂-REDUCTION PLAN

Progress 2024

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CHANGE LOG

Revision sheet

Revision	Date	Modifications
V2	2024-04-09	First version in English
V3	2024-06-11	Updated with actual data

Known shortcomings

Shortcoming	ECN	Apply in revision

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1. INTRODUCTION

This document presents Thales Nederland B.V.'s scope 1, 2 and 3 CO₂ reduction objects and assesses CO₂ reduction progress. Prior to this, the CO₂ footprint for scope 1 and 2 was drawn up in accordance with ISO 14064-1 and the GHG protocol.

To determine the CO₂ reduction measures that can be applied within Thales, an inventory of possible reduction measures was first carried out. This inventory is included as a separate tab in the Excel file 'CO₂ reduction plan progress 2023' [1]. The CO₂ Reduction Plan was then drawn up based on the measures that are relevant to Thales. This describes the reduction objectives and the associated measures.

Chapter 2 of this document describes the energy assessment in which an analysis has been carried out on the progress in CO₂ reduction and possible points for improvement. The strategic plan for scope 3 is described in Chapter 3. Chapter 4 then describes the objectives. The concrete action plan and the status of the measures to be implemented are shown in Chapter 5.

This reduction plan has been drawn up in consultation with and with the approval of management. Progress in (sub)objectives and measures is assessed every six months.

1.1 READING GUIDE

The document structure is based on the requirements of the CO₂ Performance Ladder. A requirement is discussed per chapter. Below is a reading guide.

Section		CO ₂ Performance Ladder requirement
2	Energy assessment	2.A.3
3	Strategic plan scope 3	5.B.1
4	Objectives	3.B.1
5	Progress CO ₂ reduction	3.B.1
6	Participation	3.D.1, 3.D.2 and 1.D.1

Table 1-1: Reading Guide

1.2 REFERENCE DOCUMENTS

Ref.	Document title
[1]	CO ₂ reduction plan progress 2023
[2]	CO ₂ footprint & energy consumption trends
[3]	Scope 3 analyzes Thales NL 2023

Table 1-2: Reference Documents

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2. ENERGY ASSESSMENT

The purpose of this energy assessment is to map the current and historical energy consumption of Thales Nederland B.V.. This assessment represents at least 80% of the energy flows. This analysis has identified the largest consumers and can be controlled individually. This allows the most important processes that contribute to CO₂ emissions to be tackled effectively. The underlying source data can be found from the Excel document 'CO₂ footprint & energy consumption trends' [2].

2.1 VERIFICATION EMISSION INVENTORY

An independent check on the emissions inventory is carried out simultaneously with the internal audit and is included in the internal audit report.

2.2 IDENTIFICATION LARGEST CONSUMERS

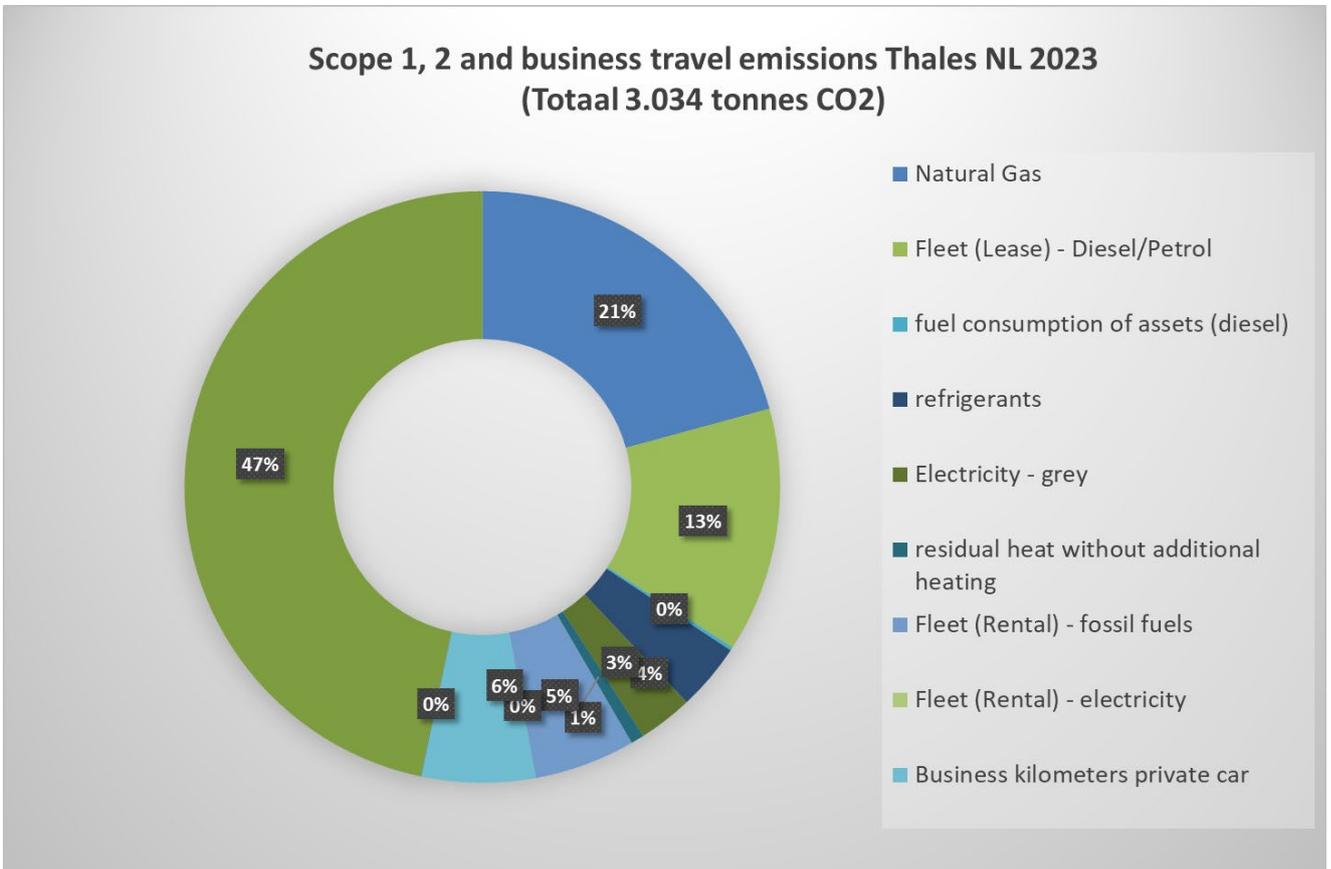
Thales Nederland B.V. operates on 4 different locations: Delft, Eindhoven, Hengelo and Huizen. For all locations one footprint has been made.

The 80% largest emission stream in 2023 of Thales Nederland B.V. are:

Air travel (47%)

Natural Gas (21%)

Fleet (Lease) - Diesel/Petrol (13%)



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2.3 TRENDS IN ENERGY USAGE AND PROGRESS CO₂ REDUCTION

Based on energy consumption in 2023 and previous years, a number of trends can be identified per category

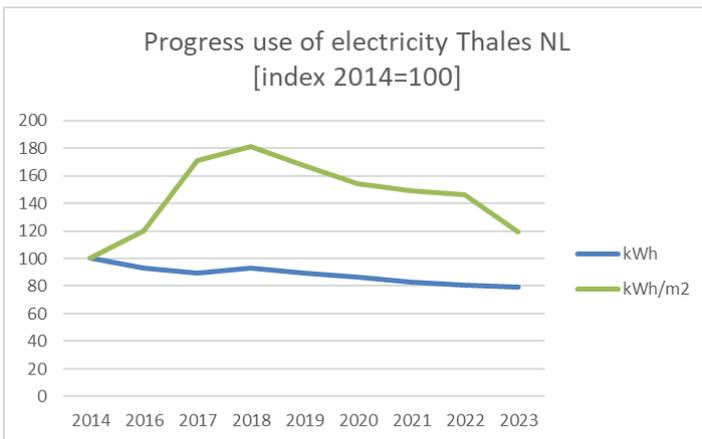
Electricity

In 2023, a total of 13.2 million kWh of electricity will have been consumed. The breakdown was as follows:

- Green electricity buildings: 13.9 million kWh
- Gray electricity fleet: 0.2 million kWh
- Green electricity fleet: 0.01 million kWh

Most electricity was consumed in Hengelo. In 2023, 88.5% of the electricity was purchased as Dutch green energy. The origin of all electricity charged by the vehicle fleet is not demonstrable and is therefore considered gray electricity (1.5% of total kWh).

The general trend from 2014 is that the absolute number of kWh has decreased slightly in recent years. There was an increasing trend per m² of office space until 2018, but the number of kWh/m² has been decreasing since 2019, and that trend will continue in 2023.

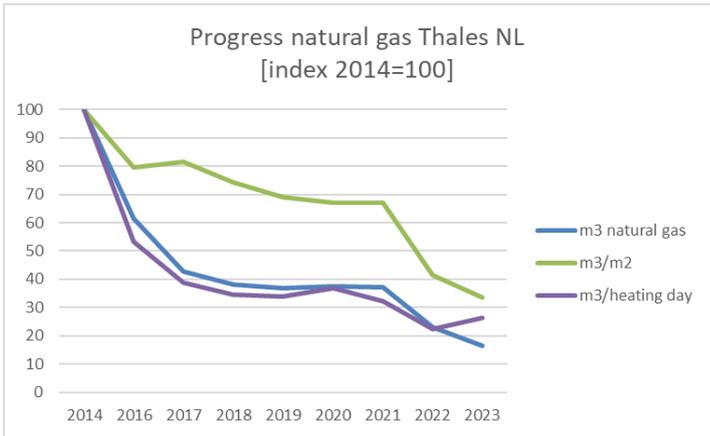


Natural Gas

In 2023, a total of 302,640 m³ of gas was consumed across all locations. This is considerably lower than in previous years, and this is the case at all locations. This decrease is partly caused by the fact that the heating has been structurally set one degree lower from 2022.

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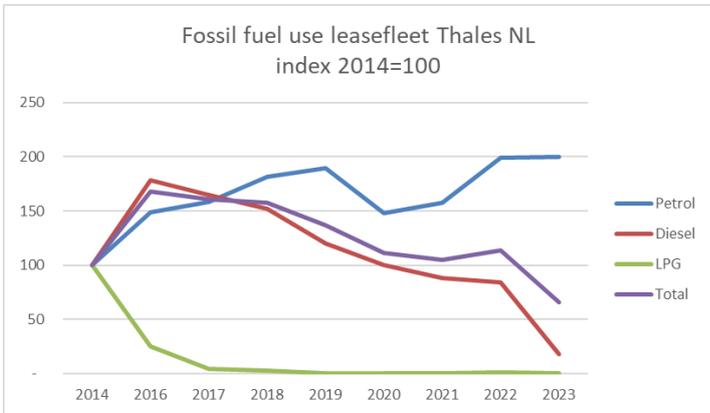


Refrigerants

In 2023, fewer refrigerants was used than in the previous year. This concerns a total of 22 kg, good for 1% of CO₂ emissions.

Fuel (lease) fleet

The total number of liters consumed by the (leased) fleet in 2023 is 142,216 liters. Consumption is therefore 43% lower than in 2022. Diesel has decreased sharply while gasoline has remained at the same level. The decrease in fossil fuels is offset by the growth in electricity use in the vehicle fleet.

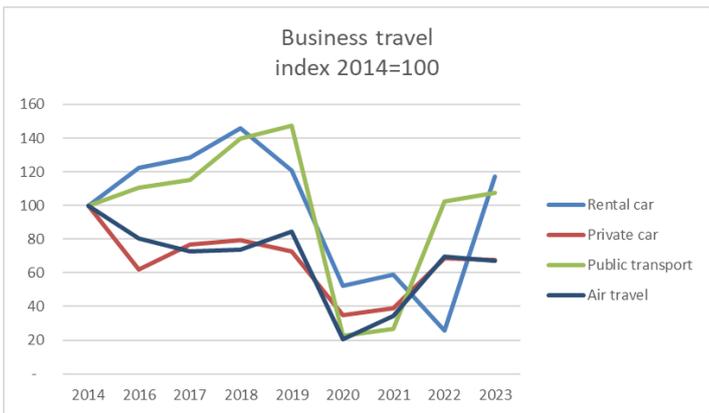


Business Travel

During business trips, one or more forms of passenger transport are used (consecutively). Which mode of transport is used is partly determined by policy, but also depends on the travel characteristics (locations, travel time). The general trend since 2014 is that there is more and more travel. After the corona years 2021-2022, this development can also be determined again in 2023. The number of kilometers traveled for business purposes has increased again throughout 2023 and is approaching the levels of previous years. What is particularly striking is the strong increase in rental cars and public transport.

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2.4 IMPROVEMENT POTENTIAL

Compared to the size of CO₂ emissions, the greatest potential for improvement lies in business flying. Particularly for short distances (7% of total flight kilometres), there is still room to opt for alternative, lower-emission modes of transport such as train and car. For longer distances, digital conferencing and collaboration is an alternative that leads to a significant CO₂ reduction for each avoided air trip.

An earlier analysis of natural gas consumption has already made it clear that there is immediate significant reduction potential in the consumption itself by lowering the desired temperature. This was applied in 2022 and 2023 and has led to a significant reduction in the number of m³ of gas per m². Further reduction of this energy flow must therefore be sought through the use of alternative sources for heating the buildings. Such as expanding the use of residual heat and/or applying techniques such as heat pumps. The reduction plan includes these options as potential reduction measures and will be applied to the new building in Hengelo.

Furthermore, there is still reduction potential in the fleet. Further electrification and/or a work-from-home policy can contribute to reduced fuel consumption and emissions. The experiences of the corona crisis with working from home have been converted into policy and will structurally contribute to reduced mobility demand.

There is also still reduction potential in the other energy categories, although the expected possibilities, the influence and the degree of potential reduction are often more limited or may increase when another category decreases. Consider increasing use of public transport due to less air travel

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3. STRATEGIC PLAN SCOPE 3

Thales Nederland B.V. believes it is important to gain insight into its most important scope 3 emissions. To gain this insight, a qualitative and quantitative dominance analysis was carried out. The results of this are shown below. A strategy is also formulated to reduce these scope 3 emissions.

3.1 SIGNIFICANT SCOPE 3 EMISSIONS

The emissions in the Thales Nederland B.V. chain have been mapped on the basis of both a qualitative and a quantitative scope 3 analysis.

3.1.1 Qualitative scope 3 analysis

Based on a classification into Product-Market Combinations and the qualitative assessment of the extent of influence and possibilities that Thales Nederland B.V. has on the various Product-Market Combinations, the following top 3 emerged:

- Defense – Defense
- Cyber security – Civil
- Security - Defense

3.1.2 Quantitative scope 3 analysis

A quantitative analysis has also been drawn up for 2023 based on the 15 GHG-generating categories for scope 3. This quantitative analysis also included an inventory per category of which chain partners are involved and what reduction options are available (see Excel file 'Scope 3 analyzes Thales NL 2023' [3]).

The results of the most significant scope 3 categories for Thales Nederland B.V.:

2023	Activity within category	Size in CO ₂ (tonnes)	Influenceable (Yes, moderately, no)	Ranking	
Upstream Scope 3 Emissions					
1.	<i>Purchased goods and services</i>	<i>electronics</i>	<i>94.435</i>	<i>moderately</i>	<i>1</i>
4.	<i>Upstream transport en distribution</i>	<i>transport</i>	<i>not available</i>	<i>moderately</i>	
5.	<i>Production waste</i>	<i>waste</i>	<i>304</i>	<i>moderately</i>	<i>3</i>
7.	<i>Commuting</i>	<i>commuting</i>	<i>2.286</i>	<i>yes</i>	<i>2</i>
Downstream Scope 3 Emissions					
9.	<i>Downstream transport en distribution</i>	<i>transport</i>	<i>not available</i>	<i>moderately</i>	
11.	<i>Use of sold products</i>		<i>not available</i>	<i>moderately</i>	

3.1.3 Chain analysis

In accordance with the regulations of the CO₂ Performance Ladder, Thales Nederland B.V. had to choose subjects for two chain analyses. One chain analysis must be made for one of the two most material emissions and one other chain analysis for one of the six most material emissions in the ranking.

For the first chain analysis, Thales Nederland B.V. chose in 2018 to analyse the subject of Electronics - purchased goods and services on the basis of the product SOTAS communication system. This analysis has led in particular to more insights into the chain steps and their indicative size in CO₂. In 2021, it was determined that no further progress could be achieved in terms of measures at this point in the chain, and it was decided to replace this chain analysis with the analysis of a new (type of) product, Radar systems. This topic is in line with the sustainability policy of the Thales Group, in which eco-design plays an

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important role. The new chain analysis led to a new target in the field of scope 3 emissions in line with the Thales group objectives.

For the second chain analysis, Thales Nederland B.V. has opted in the past to carry out a further analysis of commuting traffic. This is partly because the results of this analysis can be applicable to the entire company, and the company has a reasonable degree of influence on this passenger traffic. This analysis has led to more quantitative insight into the extent of the use of different modes of transport. At the end of 2018, this led to a new survey among employees with the aim of gaining more detailed insight into the frequency of use of transport modes. Based on the results, the calculated volume of CO₂ emissions from commuting for 2017, 2018, 2019 and 2020 has been (re)calculated in the same way to ensure proper monitoring of intended reductions. As of 2020, a specific work-from-home policy (50/50) has resulted in a significant reduction in the number of kilometers traveled. From 2022, this policy has been slightly adjusted (60/40), which, together with the growth of the organization, will weaken the reduction potential.

3.2 REDUCTION STRATEGY SCOPE 3

Before a strategy was formulated, an analysis was carried out based on the 15 GHG categories on the possibilities that Thales Nederland B.V. has to influence up- and downstream emissions, including the chain partners involved. The results of this analysis can be found in Scope 3 analyzes Thales NL 2023 [3] (worksheet 5.A.1, Quantitative Analysis). The following paragraphs describe the strategy ultimately chosen to influence and reduce scope 3 emissions.

3.2.1 Inventory reduction strategies

Thales Nederland B.V. chooses to focus on purchasing on the one hand, by entering into as many partnerships as possible with organizations with an active CSR policy. New suppliers will be asked to complete a questionnaire based on the UN's global principles. Risk suppliers are closely monitored by the quality department. This follows up on the chain analysis drawn up for Radarsystems and also sets a number of actions and objectives for the product group to reduce the CO₂ emissions of these products.

On the other hand, Thales Nederland B.V. chooses to focus on the mobility of employees, where its influence in the chain is present. A quantitative target has been formulated that focuses on reducing CO₂ emissions in commuting. These objectives are included in Chapter 4 'Objectives'.

3.2.2 Chain partners

This paragraph identifies Thales Nederland B.V.'s most important chain partners who will be involved in achieving the scope 3 objectives. These chain partners will be approached to provide information regarding CO₂ reduction in the chain or the company.

Chain partner	Data to be delivered
Suppliers	CSR Policy (questionnaire global Principles UN)
Employees	Commuting traffic (Modality, Frequency, Location)

Table 1-1: Chain partners

4. OBJECTIVES

Based on previous sections, it is determined whether the objectives already set are still up to date, or whether they may need to be adjusted (sharpened or weakened) in order to remain ambitious and achievable. This is further described in the following paragraphs. Adjustments to the objectives are also discussed in the management meeting.

4.1 COMPARISON WITH SECTOR PEERS

The CO₂ Performance Ladder requires you to set reduction targets that are both ambitious and realistic. That is why, in order to draw up the target, research was carried out into which measures and objectives sector colleagues aspire to. Thales Nederland B.V. profiles itself as a High Tech company and considers itself to be in the middle compared to its peers in the field of CO₂ reduction. Because there are few companies among our sector peers with a CO₂ Awareness Certificate, a comparison based on the achieved ladder level and reduction target is difficult to make. However, an estimate has been made based on published policy and (intended) actions. Thales Nederland sees that it is implementing the same reduction measures in the field of energy savings, but that it has (or has been able to) demonstrate fewer ambitions and results in the chain.

In addition, the SKAO list of measures is completed and updated annually in accordance with the situation in the previous year. The measures mentioned herein are mainly generic, but based on a classification of A-lag, B-middle or C-progressive, they provide an idea of the status of Thales Nederland B.V.'s ambition level in relation to other certificate holders.

The general conclusion based on the 2023 list of measures is an overall average score of B-mid-range for the organization. This confirms the picture of the comparison with its peers and supports the position that Thales Nederland B.V. can and wants to take. The objectives drawn up and underlying measures are in line with this and sufficiently ambitious.

4.2 OBJECTIVES 2018-2030

Based on the results for 2022, which showed a less than expected CO₂ reduction, the objectives for the period 2018-2023 have been realistically adjusted as follows:

Objectives Thales Netherlands 2018-2023
Thales Netherlands wants to emit 31% less CO ₂ in 2023 compared to 2018

Further specified for scope 1 and 2, the objectives were as follows:

Scope 1: 54% reduction in 2023 compared to 2018

Scope 2: 5% reduction in 2023 compared to 2018

Scope 1 and 2| Sub-objective alternative fuels and/or green energy

Thales annually investigates the possibilities by switching to (new) alternative fuels and/or further increase in current green energy production to reduce the direct and indirect CO₂ emissions of your own organization. If feasible, the management will make the decision to implement.

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Scope 1 | Sub-objective for gas consumption in offices

To reduce gas consumption and the associated CO₂ emissions, measures that apply to Thales have been inventoried. The aim is a reduction of gas consumption at the Hengelo location by 35% in 2023 compared to 2018.

Scope 2 | Sub-objective for office electricity consumption

To reduce electricity consumption and the associated CO₂ emissions, measures that apply to Thales have been inventoried. The aim is to reduce electricity consumption at the Hengelo location by 35% in 2023 compared to 2018.

Scope 3 | Sub-objective commuting

Thales Netherlands wants to reduce commuting traffic per Fte by 3% in 2024 compared to 2021.

Scope 3 | Sub-objective business mobility

Thales Netherlands is a member of Anders Reizen. The common ambition of Anders Reizen is to halve CO₂ emissions from business travel by 2030 (compared to 2016).

Thales Netherlands has formulated the following objectives for the period 2023-2030.

Objectives Thales Netherlands 2018-2030
Thales Netherlands wants to emit 74% less CO ₂ in 2030 compared to 2018

Further specified for scope 1 and 2, the objectives are as follows:

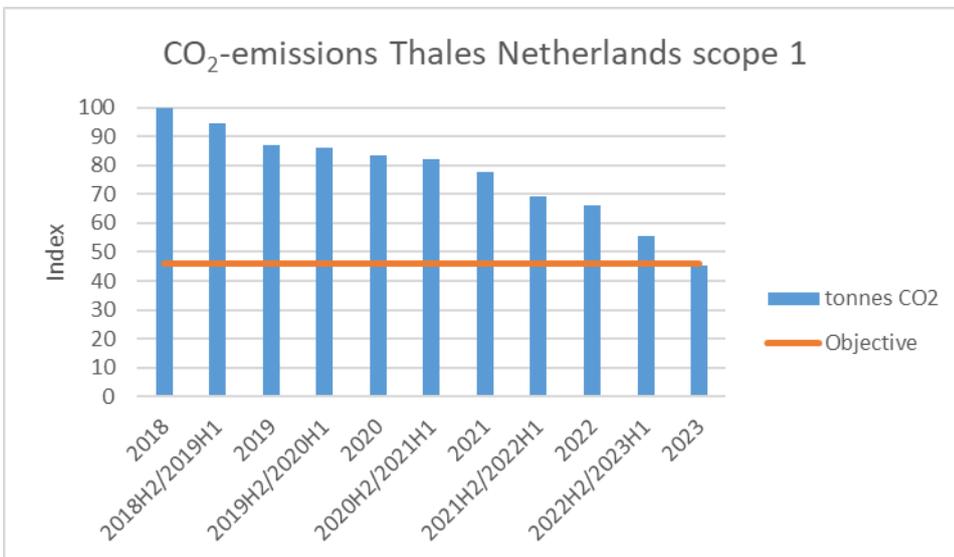
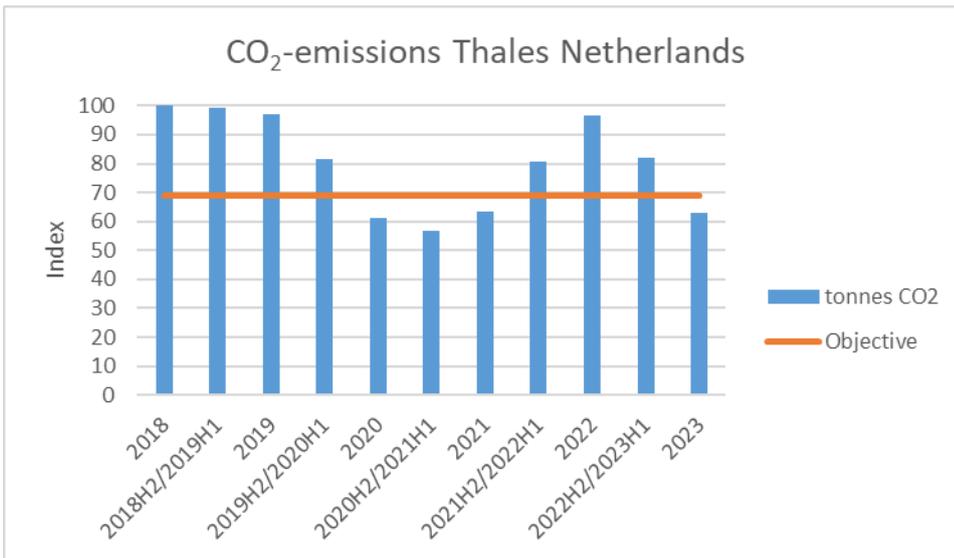
Scope 1: 94% reduction in 2030 compared to 2018

Scope 2 and business travel: 52% reduction in 2030 compared to 2018

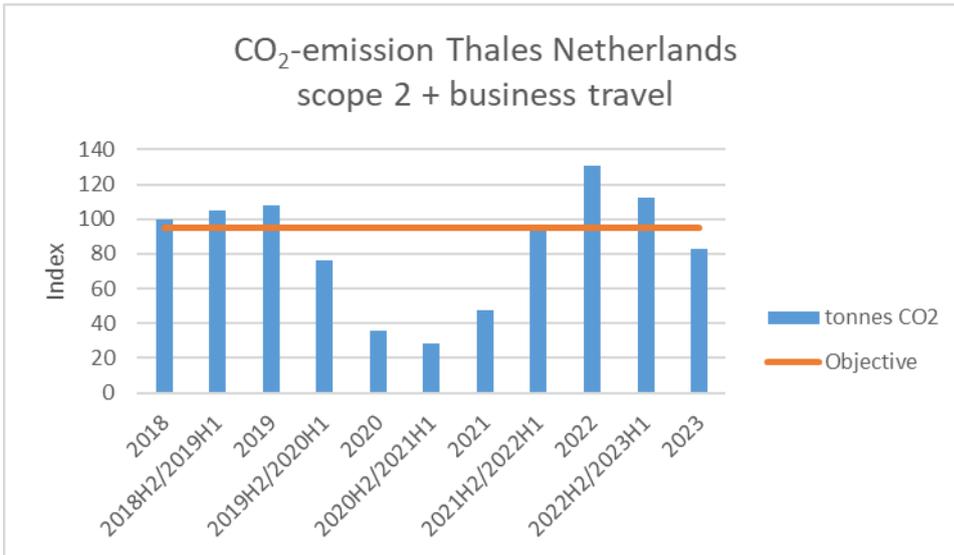
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5. PROGRES CO₂ REDUCTION 2018-2023

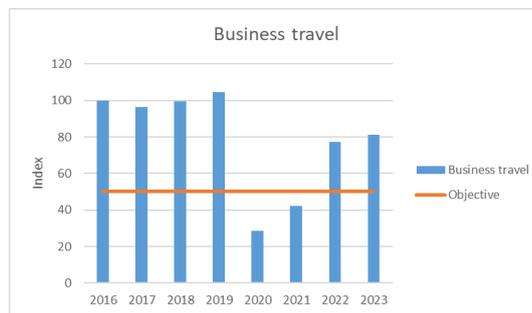
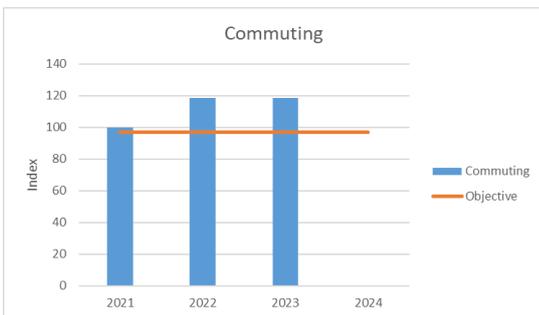
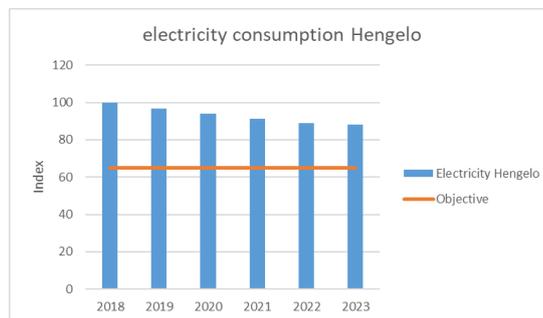
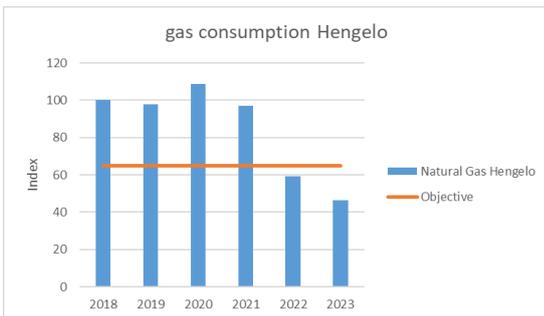
The progress of CO₂ reduction shows a mixed picture in the period 2018-2023. The decline in CO₂ emissions that started in 2018 was reinforced in the period 2020-2021H1 by the Covid19 policy. From the moment these (travel) restrictive measures were lifted, CO₂ emissions increased again and were back at the 2019 level in 2022. From 2023 the impact of CO₂ related measures like phasing out of fossil fuel and business travel policies are starting to have a positive impact. The result is that all objectives for 2023 are realised.



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The progress of the sub-objectives is also different. Energy consumption at the Hengelo location is decreasing, but the reduction of electricity is not sufficient to achieve the target. Positive fact is that all electricity is from renewable sources. Commuter traffic and business travel have increased again after the Covid19 years of 2020 and 2021 and their CO₂ emissions are again above the intended targets.



6. PARTICIPATION SECTOR AND CHAIN INITIATIVES

The CO₂ Performance Ladder requires participation in a sector or chain initiative. The company must inform itself of the initiatives taking place within the industry.

6.1 ACTIVE PARTICIPATION

The idea behind participating in an initiative is that information can be exchanged through interaction with other companies and new ideas and developments in the field of CO₂ reduction can be achieved in collaboration. Based on this goal, the standard requires active participation, for example through working groups. Reports of meetings and of consultation moments and presentations of the company in the working group can serve as proof of active participation to the auditor.

If an initiative in which one participates is no longer relevant to the company at a certain point (when no progress in the initiative or active participation can be demonstrated for six months or more) and participation is terminated, an inventory of the initiatives can be used. as a source for choosing to participate in another initiative.

6.2 RUNNING INITIATIVES

Bedrijvenpark Industrieterrein Twente Kanaal (BIT)

Thales Nederland B.V. is a member of 'Bedrijvenpark Industrieterrein Twente Kanaal (BIT). BIT is a cooperation of companies, located on this business park and industrial area. Regarding sustainability, Thales Nederland B.V. joins three working groups related to energy, mobility and nature.

Overijssel Onderweg

Thales Nederland B.V. is a partner of 'Overijssel Onderweg'. 'Overijssel Onderweg' helps employers with their mobility policy. By providing advice, support and jointly realizing actions and projects. Together the partners strive for smart and sustainable mobility in the region. Possible projects could be: encouraging bicycle use, public transport, carpooling or flexible working (working from home). This makes commuting greener, cheaper and healthier.

Railforum

Thales Nederland B.V. is a member of the 'Railforum' knowledge network. In this context, participants participate in knowledge sessions, where knowledge regarding sustainability is also exchanged.

Coalitie Anders Reizen

Thales Nederland B.V. is a member of 'Anders Reize'n, a coalition of more than 70 large organizations with a representation of 500,000 employees. The common ambition of Anders Reizen is to halve CO₂ emissions from business travel by 2030 (compared to 2016). To achieve these goals, the most effective measures have been translated into a leading program with best practices. The ambition and goals of Anders Reizen were included in the national Climate Agreement in 2019 (50% reduction in CO₂ emissions).

NIVD Platform Duurzaamheid, Milieu en Veiligheid

Thales Nederland B.V. is a member of the union 'Nederlandse Industrie voor Defensie en Veiligheid (NIDV; Dutch Industry for Defense and Security) and participates in, among other things, the Sustainability, Environment and Safety platform. The aim of this platform is to further make the Dutch defense and security sector more sustainable. The accelerated energy transition also requires parties from the sector to join forces. This platform, consisting of technologically high-quality companies, knowledge institutions and defense and police, brings these parties together. Participants support each

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other to jointly reach a higher level of knowledge and thus make an impactful contribution to achieving the climate and environmental goals, as laid down in the Defense Energy and Environment Strategy (DEOS) and the associated Energy Transition Approach Plan Defence.

6.3 INVENTORY SECTOR AND CHAIN INITIATIVES

Sector and chain initiative regarding CO ₂ reduction	website
<p>DGBC</p> <p>The Dutch Green Building Council (DGBC) is an independent non-profit organization that strives for continued sustainability of the built environment in the Netherlands.</p>	<p>https://www.dgbc.nl/</p>
<p>Lean and Green</p> <p>Lean and Green is an incentive program for companies and government that is implemented by Connekt. It encourages organizations to grow to a higher level of sustainability by taking measures that not only save costs, but simultaneously reduce environmental impact.</p>	<p>http://lean-green.nl/</p>
<p>Duurzaamgebouwd.nl</p> <p>A platform for knowledge sharing and innovation in the field of sustainable construction.</p>	<p>http://www.duurzaamgebouwd.nl/</p>
<p>Beter Benutten</p> <p>A platform of the Department of Infrastructure and the Environment in response to the 'Beter Benutten' program. In this program, the government, region and business community are jointly taking innovative measures to improve accessibility in the busiest regions</p>	<p>http://www.beterbenutten.nl/</p>
<p>Leaders for Nature</p> <p>An IUCN NL program that aims to help Dutch businesses become more sustainable with a special focus on biodiversity. From 2016, they will intensify cooperation with companies through long-term individual partnerships.</p>	<p>https://www.iucn.nl/actueel/terugblik-10-jaar-leaders-for-nature</p>

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<p>Platform Groene Netten</p> <p>All infrastructure managers (Enexis, Gasunie, Alliander, Stedin, TenneT, KPN and ProRail) have a clear social responsibility based on their role. Making society more sustainable is a challenge that fits perfectly within the activities of infrastructure managers. They can accelerate sustainable development from their own chain position, in collaboration with suppliers, by consciously dealing with emission reduction and the migration to circular use of materials. Given the large collective impact of all social infrastructure managers together, this directly contributes to significantly lower CO₂ emissions in the Netherlands and the transition towards a circular economy.</p>	<p>http://www.groenenetten.org/nl/</p>
<p>Innorail</p> <p>A network that focuses on improvements and innovations in ProRail's asset management domain. This domain is constantly changing due to expansion, replacement, new internal and external developments and new requirements. The domain faces a continuous challenge to adapt and improve its performance. The network proactively discusses these developments. In this context, it discusses themes and issues regarding technology, process and product innovation to promote sustainable and economic asset management. The objective is to promote technical and process innovations in the field of management and maintenance.</p>	<p>https://www.railcenter.nl</p>
<p>Nederland ICT – Milieu stichting</p> <p>Stichting ICT Milieu is part of Nederland ICT and, through Wecycle, organizes the collection and processing of more than 12 million kg of discarded ICT equipment. ICT Milieu takes as much work off the hands of the participants as possible and is the spokesperson for the ICT sector when it comes to the environment.</p> <p>ICT collection system</p>	<p>https://www.nederlandict.nl/diensten/ict-milieu/</p>

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<p>ICT Milieu ensures the monitoring of the amount of collected ICT waste and the mandatory reporting to the national WEEE register. We publish the collection results annually in the ICT Environmental Monitor.</p>	
<p>Climate Neutral Group Climate Neutral Group is working on climate neutrality with a group of companies: the Coalition of the Doing. This involves working on climate-neutral(er) business operations and concrete CO₂ reduction. The group shows that now is the time to take action! All participants actively contribute to achieving the Climate Agreement and want to inspire others.</p>	<p>https://www.climateneutralgroup.com/</p>
<p>SKAO The SKAO website also has a whole list of initiatives in which all current participants participate.</p>	<p>https://www.CO2-prestatieladder.nl</p>

Table 1-1: Inventory sector and chain initiatives (running initiatives are not repeated in this table)

7. COLOPHON

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Table 1-1: Colophon

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