ubitricity on the CO2 Performance Ladder

Scope, goals, measures, timeline

September 2025

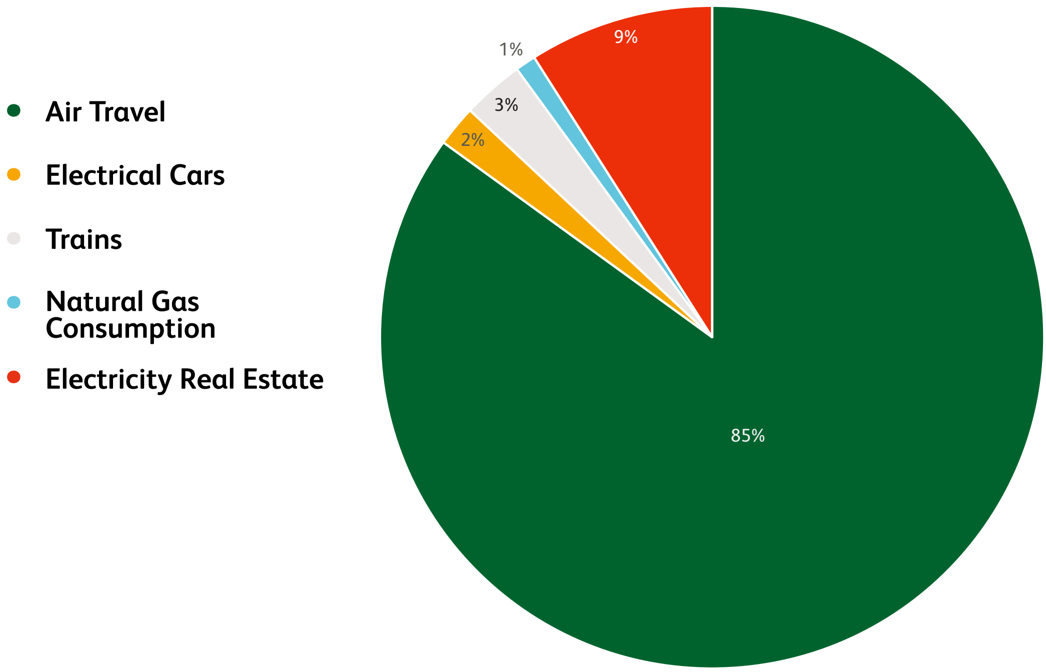
ubitricity’s efforts to reduce CO2 emissions

Update on the CO2 Performance Ladder

In 2023, we embarked on our journey to achieve CO2 Performance Ladder Certification Level 3. With a focus on internal operations, we have identified and monitored the key emission sources from our operations in Germany, the Netherlands, and France and have implemented actions to keep on reducing our CO2 footprint.

In 2025, our emissions were distributed across various sectors, shown in the graph below:

CO2 Footprint in 1st HY 2025: 9,3 tons CO2 in GER, NL and FR



Scope 1, 2 & Travel Emissions – Mid-Year Trends (2023–2025)

				Reduction 2023 vs 2025	
Emissions Category	**2023**	**2024**	**2025**	**absolut**	**relativ FTE-based**
Air Travel	20.3 tons	14.3 tons	7.9 tons	61%	29%
Electrical Cars	0.7 tons	0.7 tons	0.2 tons	71%	53%
Trains	1.4 tons	1.1 tons	0.3 tons	79%	65%
Natural Gas Consumption	0.3 tons	0.3 tons	0.1 tons	67%	45%
Electricity	1.1 tons	1.3 tons	0.8 tons	27%	-20%
CO2 emissions in total	**23.8 tons**	**17.7 tons**	**9.3 tons**	**61%**	**32%**

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Reduction Goal achieved - Future in sight

As of today, we are already meeting the CO2 targets that we originally set for 2027.

Thanks to green energy, flexible remote work, and sustainable travel policies, we have achieved our emissions goals for Scope 1 and 2, and business travel, earlier than planned.

What now? We are adjusting our goals and focusing on fine-tuning and long-term stabilization. To ensure fair and scalable tracking, we've shifted to measuring CO_2 emissions per full-time equivalent (FTE). This approach allows us to assess climate performance fairly, consistently, and independently of company growth.

Updated Targets for 2027, based on our 2023 baseline

- 2026: Stabilize at max 0,288 tons CO2 per FTE (~30% Reduction)
- 2027: Reduce to max 0.267 tons CO2 per FTE (~35%), focusing on business travel optimization

Scope 3 Emissions

To better understand the impact on contributions, we conducted a turnover for each activity in 2023 and 2024. This analysis highlighted how individual activities significantly shape emissions across their value chains. By quantifying key Scope 3 emissions, we identified the most impactful activities within ubitricity's operational landscape.

Upstream Scope 3 Emissions	2023	2024	Progress
Purchased goods and services	2,665.8	2,712.1	46.3
Upstream transportation and distribution	16.5	9.8	-6.7
Employee commuting	49.1	41.2	-7.9
Total upstream scope 3 emissions (Tons)	**2,731.4**	**2,763.1**	**31.7**

Although emissions from Purchased Goods and Services increased due to higher spend—**consistent with the spend-based calculation method**—we were able to achieve reductions in other areas.

These reductions were driven by targeted initiatives, such as order bundling, supply chain optimization, and updates to remote work policies that helped lower commuting-related emissions.

Additional Initiatives

Our colleague **Michiel van der Vlies** will continue to join the event Stichting Positieve Impact to share our best practices and gain insights on other companies' actions. By that, we aim to exchange knowledge and stimulate innovation related to energy saving and CO2 reduction practices. We are actively engaging with the upcoming changes in Handbook 4 of the CO_2 Performance Ladder to stay informed and well-prepared for future requirements.

If you would like to know more about the event, please get in touch with Michiel.

Questions? Ideas for reducing our CO2 footprint? Let us know!

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