2022

Sustainability report

An overview of our carbon footprint and
sustainability initiatives within IST Group.

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Sustainability at IST

At IST we are driven by our vision to create the best opportunities for everyone to learn more - today and in the future.

Throughout 2022 we have continued to integrate environmental considerations into our ways of working and maintaining our ISO14001 certification. The main driver of this work has been our Sustainability Forum, a group of representatives from different parts our organization, that supports knowledge sharing and the implementation of local actions within our different business regions. The group has for example worked on making our Environmental Policy more concrete, setting up better waste sorting for food and plastic in several of our offices and helping to spread awareness around the collective responsibility to save energy and use public transport or carpool when possible.

Our products

IST's digital solutions not only help save paper and the need to print but also help enable more effective daily workflows when it comes to planning the school year, registering absences, grades and communicating between home and school, saving time and resources that can be used elsewhere.

Our data storage

At IST, we do what we can to minimize the negative environmental impact that comes with digitalization. This includes running our data servers at our primary data center on 100% renewable energy. We also optimize our data storage by deleting unnecessary files and data and we aim to fully utilize our capacity by spreading the data load of our products, to avoid having servers running idle during off-peak hours. In addition to this, we purchase electrical devices that are energy-efficient and sell them back to our supplier to be repurposed. We also focus on extending the usage of our data servers and recycling them according to the Waste from Electrical and Electronic Equipment (WEEE) Directive.

Sustainable Development Goals

Guided by the Sustainable Development Goals (SDGs), we are committed to shaping a more sustainable education sector through our digital solutions. That is why we've held a series of workshops with our product owners, software developers and other internal stakeholders to map their expert knowledge about our products to the SDGs so we can see in which areas we can really help make a difference for our customers and the planet.

The three Sustainable Development Goals that our business contributes the most to are:

By providing tools that support effective and inclusive school administration from childcare to adult education.

By working systematically to improve our environmental impact according to ISO14001 and running our products at our primary data centers on 100% renewable energy.

By enhancing the availability of reliable data for schools, municipalities, and other actors in the education ecosystem via interfaces and secure data transfers in our products.
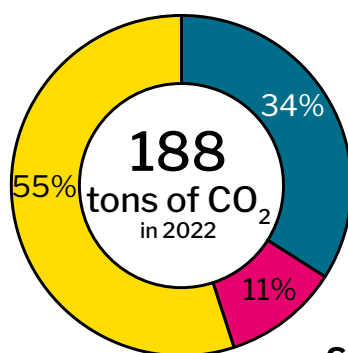
Carbon footprint 2022

Our annual carbon footprint informs us of which actions to take to reduce our environmental impact where it is most significant. The first time we measured the carbon footprint for the whole IST organization was in 2019, which is why this year serves as our baseline year in this report. Our reporting covers all nine of our offices across Sweden, Denmark, Germany and Norway, as well as IST's main data center located in Denmark. We measure the carbon emissions of our business in the following scopes:

Scope 3

Indirect emissions from:
- Business travels by flight, bus, ferry, train and employee-owned cars
- Energy usage in primary data centers
- Manufacturing, transportation, usage and end-of-life of data servers
- Water usage
- Residual waste

188 tons of CO$_2$ in 2022

34%

55%

11%

Scope 1

Direct emissions from:
- Natural gas for heating
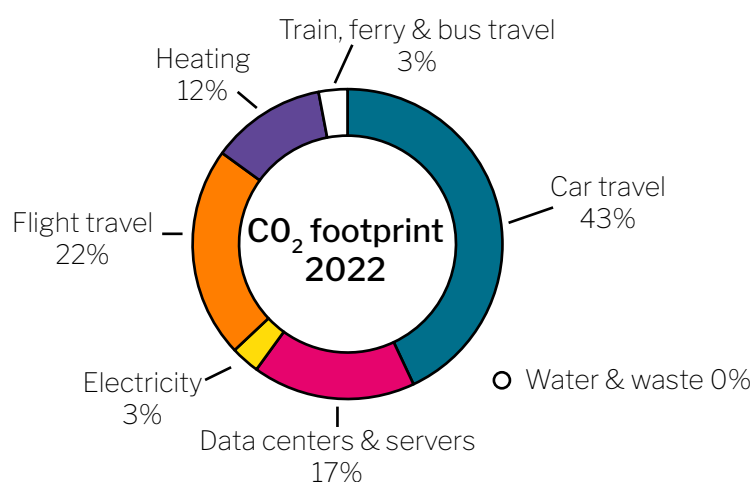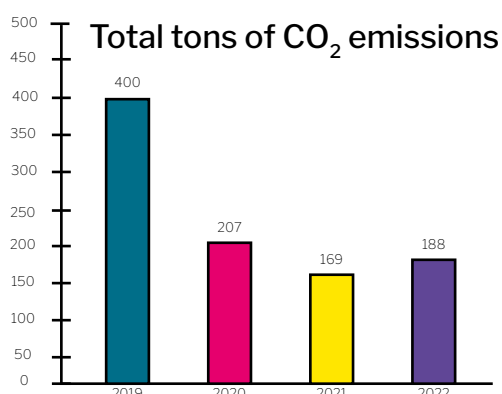- Fuel from company-owned cars

Scope 2

Indirect emissions from:
- Purchased electricity
- District heating

Key figures

Our total carbon footprint in 2022 was 188 tons of CO$_2$, this is the equivalent of the average energy used to power 24 households for one year.

We have maintained a reduction of our carbon emissions since our baseline in 2019 of 53%. Although we have reached significant reductions since our baseline, we have increased our CO$_2$ emissions by 10% compared to our last reporting year in 2021. This is mainly due to an increase in business travel, particularly by flight, as pandemic restrictions have been lifted and we are exploring new business opportunities and partners outside our current markets. Car travel continues to be our largest source of emissions (43%) followed by flight travel (22%) and the life cycle emissions of our data servers (17%).

Total tons of CO$_2$ emissions

Year	Value
2019	400
2020	207
2021	169
2022	188

CO$_2$ footprint 2022

- Heating 12%
- Train, ferry & bus travel 3%
- Car travel 43%
- Flight travel 22%
- Electricity 3%
- Data centers & servers 17%
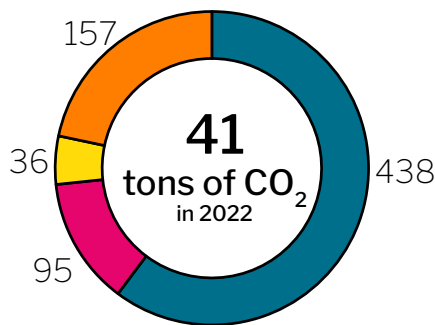- Water & waste 0%

Business travel

While the carbon emissions from our offices and data centers are low due to the switching to renewable energy, our business travels continued to be the largest source of CO2 emissions for IST, making up 68% of our total carbon footprint in 2022.

We drove 612 000 km in a business context, which is half as much compared to our baseline in 2019. 47% of these kilometers were driven in a hybrid or electric car in 2022.
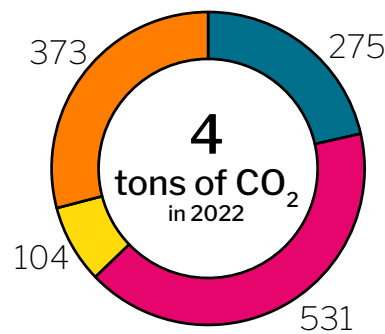
Although emissions from our flight travel have halved since 2019, we travelled four times as much by flight in 2022 compared to the previous year. This is primarily due to recent trips, where we are exploring new business opportunities and partners to collaborate with outside of our current business regions. However, we still took the train twice as much as flying in 2022. This year we have also accounted for bus travel in our reporting amounting to 192 return trips.

We have continued to work on reducing our business travel by prioritizing the first point of contact to still be online and when arranging physical gatherings we try to organize these in a way where as few people as possible need to travel. When travelling is necessary, we encourage our employees to use public transportation and carpool, when possible. This is also outlined in our Travel and Environmental Policy. We also provide information and guidance to our customers online and our contracts can often be signed digitally.
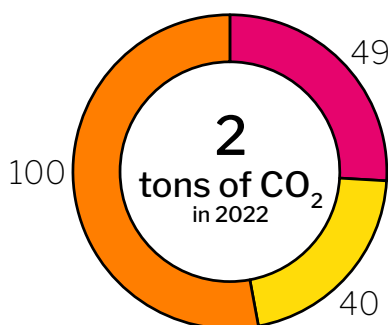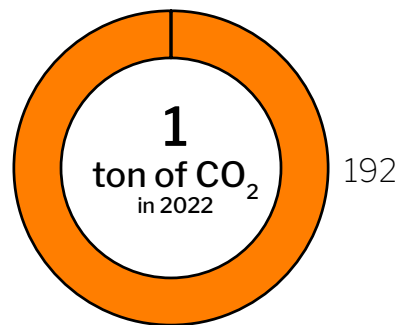
Number of return trips by plane

157
36
95
438

41 tons of CO_2 in 2022

Number of return trips by train

373
275
104
531

4 tons of CO_2 in 2022

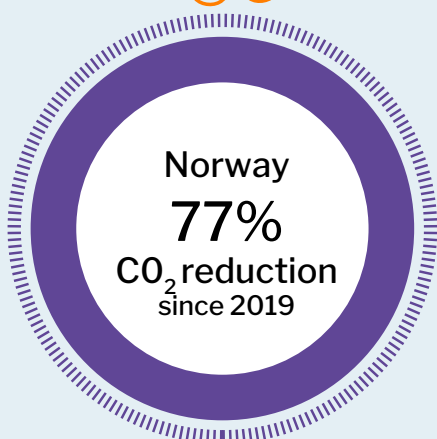### Number of return trips by ferry

49
100
40

2 tons of CO_2 in 2022
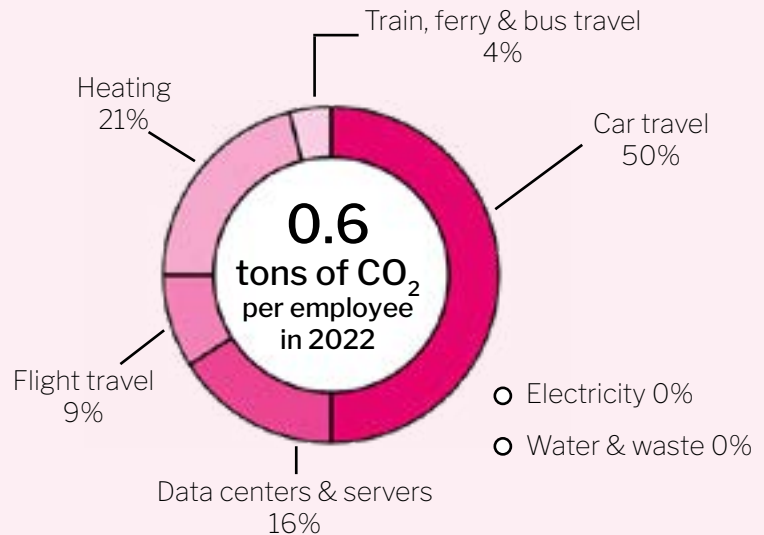
Number of return trips by bus

192

1 ton of CO_2 in 2022

● 2019   ● 2020   ● 2021   ● 2022

Business regions

Denmark
52%
CO_2 reduction
since 2019

Germany
42%
CO_2 reduction
since 2019

Sweden
45%
CO_2 reduction
since 2019

Norway
77%
CO_2 reduction
since 2019

Denmark

Total tons of CO_2 emissions

Year	Value
2019	93
2020	55
2021	39
2022	44

0.6 tons of CO_2 per employee in 2022

- Car travel 50%
- Train, ferry & bus travel 4%
- Heating 21%
- Flight travel 9%
- Data centers & servers 16%
- Electricity 0%
- Water & waste 0%
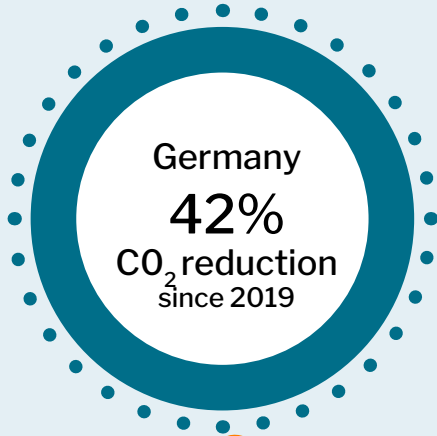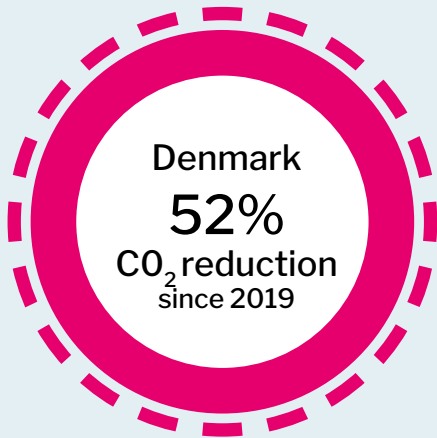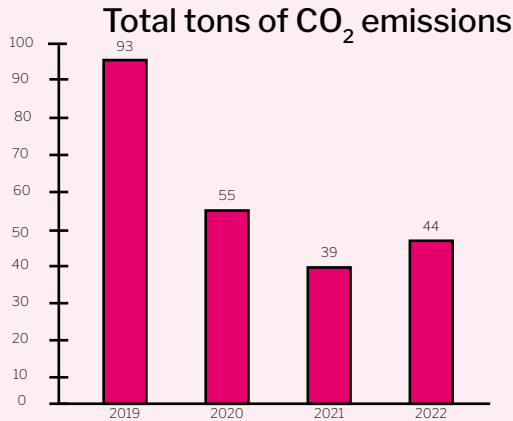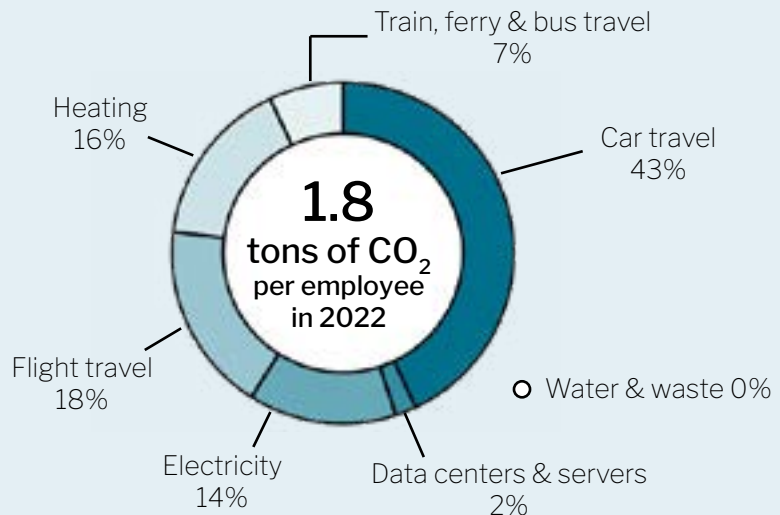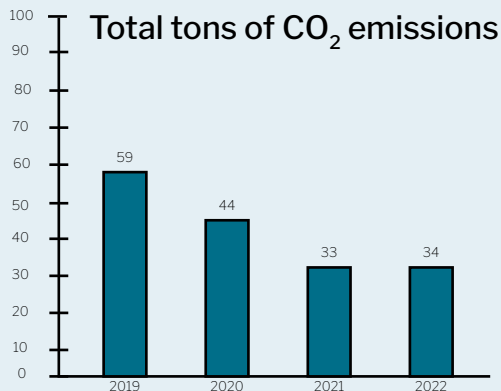
We have two offices in Denmark, one in Roskilde and one in Svendborg. Both of our Danish offices are running on electricity purchased from 100% renewable energy. Throughout 2022, we have also focused on improving our waste sorting by upgrading our recycling stations in the offices.

What we're aiming to:
- Set up an electric car charging station.
- Ensure environmental considerations in our new office in Ringe.
- Focus on energy-efficiency by switching to LED and regulating heating in the offices.
- Transfering local data servers to our primary data center.

Germany

Total tons of CO_2 emissions

Year	Value
2019	59
2020	44
2021	33
2022	34

1.8 tons of CO_2 per employee in 2022

- Car travel 43%
- Train, ferry & bus travel 7%
- Heating 16%
- Flight travel 18%
- Electricity 14%
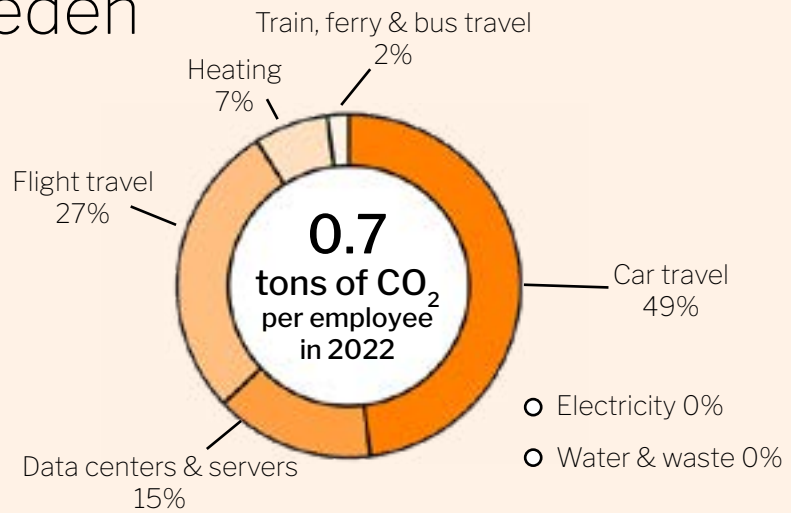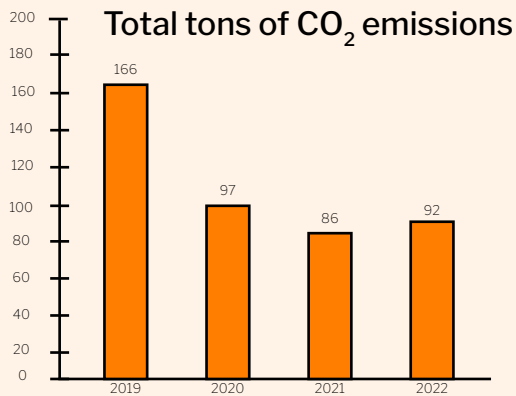- Data centers & servers 2%
- Water & waste 0%

In Germany, we have one office in Berlin, one in Neritz and one in Schmalkalden. Electricity and heating purchased from 100% renewable energy for electricity and heating in our largest office in Germanym which is our Neritz office.

What we're aiming to:
- Focus on more being environmentally friendly and not travel as much when meeting with our customers.
- Focus on biodiversity around the office grounds.

Sweden

Total tons of CO$_2$ emissions

- 2019: 166
- 2020: 97
- 2021: 86
- 2022: 92

0.7 tons of CO$_2$ per employee in 2022

- Heating 7%
- Train, ferry & bus travel 2%
- Flight travel 27%
- Car travel 49%
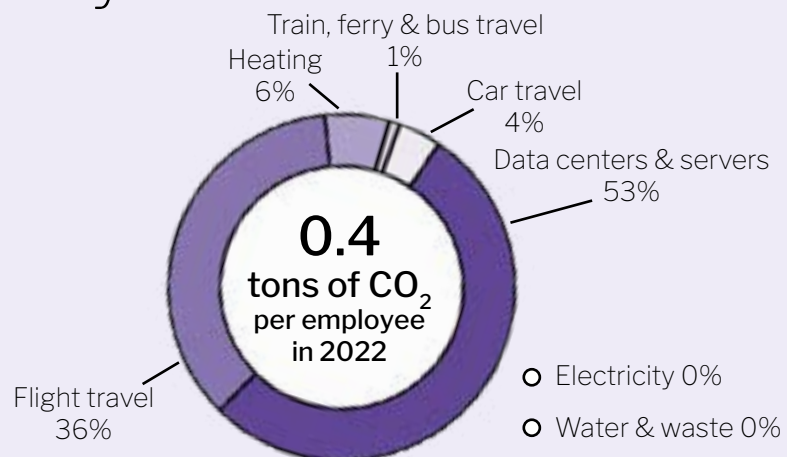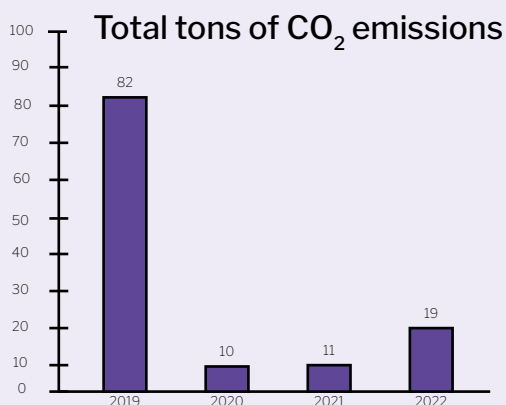- Data centers & servers 15%
- Electricity 0%
- Water & waste 0%

Our Swedish business region operates from three locations across Sweden; Stockholm, Linköping and Växjö which is IST's head office. Electricity and heating from 100% renewable energy in our Växjö and Stockholm offices.

What we're aiming to:
- Better waste sorting in our offices.
- Focus on user-friendly digital customer manuals to avoid paper and printing.
- Increase awareness about the sustainability aspect in our products.

Norway

Total tons of CO$_2$ emissions

- 2019: 82
- 2020: 10
- 2021: 11
- 2022: 19

0.4 tons of CO$_2$ per employee in 2022

- Heating 6%
- Train, ferry & bus travel 1%
- Car travel 4%
- Data centers & servers 53%
- Flight travel 36%
- Electricity 0%
- Water & waste 0%

Our Oslo office is running on electricity and heating from 100% renewable energy. Throughout 2022, we have managed to reduced the number of parking spaces from five to one due to the office being located next to the central station in Oslo, which makes it very accessible via public transportation. We've also switched to an ultrawide monitor set up, which reduces the need for an extra screen and docking station.

What we're aiming to:
- Continue to have low emissions in our office.
- Reduce the amount of merchandise and giveaways we order and give out at customer events and fares.

Our way forward

Sustainability is not just about addressing our environmental impact but also about taking social responsibility and how we're running our business. We will therefore be expanding our reporting to include data related to diversity in our workforce, employee well-being and workplace satisfaction, as well as our governance practices.

Improving our reporting is key to being able to make informed business decisions and actions when striving to become a more sustainable IST. Hence why we've decided to call this report a Sustainability report rather than a carbon report. The new name of the report can also be seen as our committment to widen the scope of our reporting even more going forward.

In addition to this, we also have a set of corporate values that we strive to live up to, where one is resourcefulness, which aims to encourage all employees to adopt a sustainable approach to each other, and the planet, and contribute to IST reaching long-term success.

Click here for the table of emission factors and sources

More than 5 million users. 400 co-workers and 9 offices. From Kiruna in northern Sweden to Munich in southern Germany. We are the leading edtech company in Scandinavia! For more than 35 years we have made the everyday life easier for students, parents, teachers and managers. Half of us that work here have a background as teachers or school leaders, so we understand all aspects of school. Together we make sure everyone has the opportunity to learn more.

IST