



Sustainability in action:

Reflecting on our corporate impact.

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



Sustainability Report
2024

Table of content

3	Sustainability at IST
4	Sustainable development goals
5	Carbon footprint 2024
6	Business travel
7	Business regions

Sustainability at IST

In 2024,

we continued to embed environmental considerations across our operations, maintaining our ISO 14001 certification. We enhanced our waste sorting systems for food and plastic at several office sites and promoted greater awareness of shared responsibility in reducing energy consumption. We also encouraged more sustainable commuting habits, such as using public transport or carpooling whenever possible.

Products:

IST's digital tools contribute to reducing paper usage and the need for printing. They also support more effective daily workflows when it comes to planning the school year, registering absences, grades and communicating between home and school. This leads to time and resource savings that can be directed elsewhere.

Data storage:

At IST, we strive to reduce the environmental footprint associated with digital services. 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.



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



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.



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



Carbon footprint

Our total carbon footprint in 2024 was 186 tons of CO₂. Compared to last year, total CO₂ emissions are slightly higher, mainly due to an increase in long-haul flights. The primary reason for this travel is our efforts to explore new business opportunities and partnerships outside our current business regions.

Key figures

186 Tons of CO₂ in 2024

68%

- 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

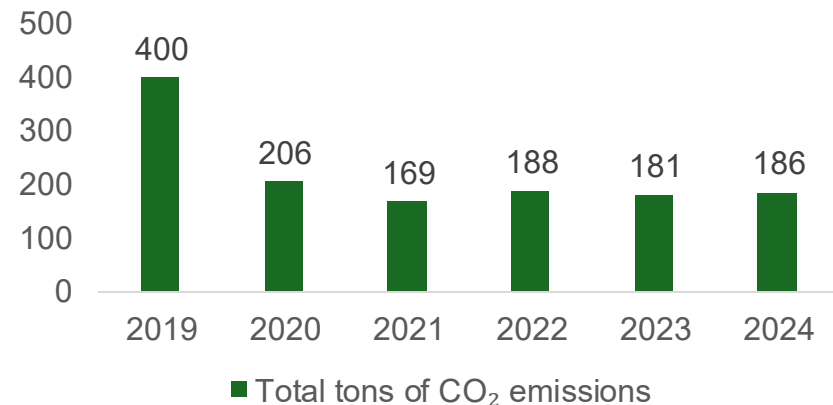
30%

- Natural gas for heating
- Fuel from company-owned cars

2%

- Purchased electricity
- District heating

Total tons of CO₂ emissions



Business travel

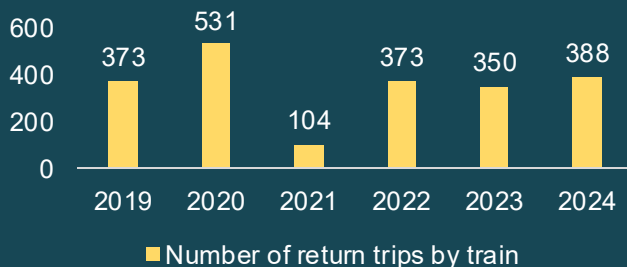
While the carbon emissions from our offices and data centers are low due to the switching to renewable energy, our business travels continued to be the largest source of CO₂ emissions for IST, making up 69% of our total carbon footprint in 2024.

The number of flights has decreased by 72% since 2019 and by further 5% compared to the previous year. Main reasons for flight travel is primarily due to that where we are exploring new business opportunities and partners to collaborate with outside of our current business regions.

We have continued to work on reducing our business travel by prioritizing the first point of contact to be a digital meeting 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 policy and environmental policy. We also provide information and guidance to our customers online and our contracts can often be signed digitally.



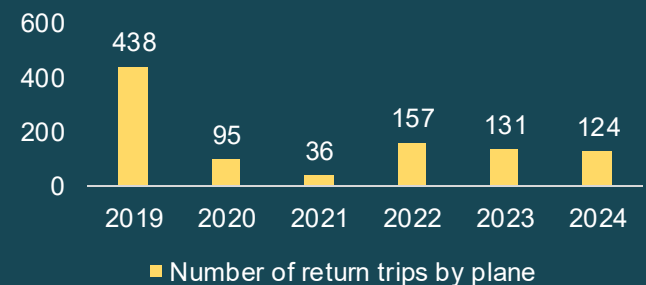
Number of return trips by train



Bus
0,03 Ton of CO₂ in 2024

Ferry
1 Ton of CO₂ in 2024

Number of return trips by plane



In 2024,

We measured the carbon footprint of the entire IST organization for the first time, setting this year as our baseline for this report. Our report includes all nine offices in Sweden, Denmark, Germany, and Norway, as well as IST's main data center in Denmark. This annual carbon footprint helps us identify where we can take significant actions to reduce our environmental impact.

Business region Denmark

54% CO2 reduction
since 2019

Business region Germany

5% CO2 reduction
since 2019

Business region Sweden

56% CO2 reduction
since 2019

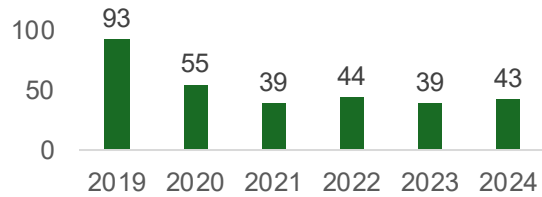
Business region Norway

84% CO2 reduction
since 2019

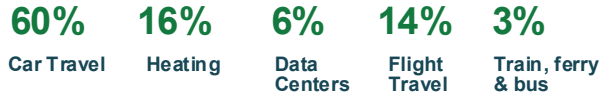


Business region Denmark

Total tons of CO2 emissions

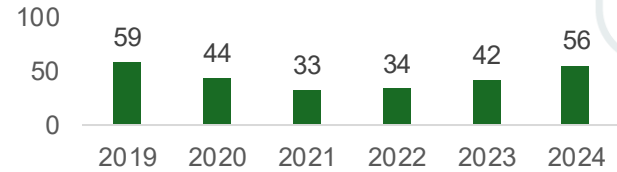


■ Total tons of CO2 emissions



Business region Germany

Total tons of CO2 emissions

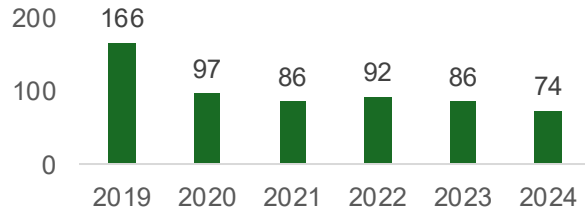


■ Total tons of CO2 emissions



Business region Sweden

Total tons of CO2 emissions

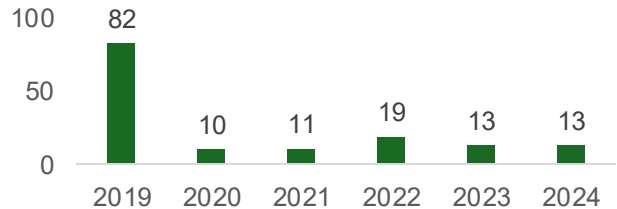


■ Total tons of CO2 emissions



Business region Norway

Total tons of CO2 emissions



■ Total tons of CO2 emissions



Note: Only emission types above 1% are shown



Sustainability for the long run

Sustainability is more than just reducing our environmental impact; it's also about taking social responsibility and shaping the way we conduct our business. At IST, sustainability is integrated into our daily operations, guiding how we interact with customers and care for our environment.

Resourcefulness is a core value at IST, motivating our employees to make sustainable choices that benefit our community and the planet. We believe that embracing sustainable choices together is vital for our long-term success.

Our commitment to a sustainable future is deeply ingrained in our company culture, reflected in our offices and embedded in our company policy and employee onboarding process. This strategic focus drives our sustainability initiatives, working towards a more sustainable future for education and beyond.