Sustainability in action: Reflecting on our *corporate impact*.

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

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Sustainability at IST

In 2023, we consistently integrated environmental considerations into our operations, maintaining our ISO14001 certification. We improved our waste sorting systems for food and plastic in multiple office locations, while also raising awareness about the shared responsibility to conserve energy and promote the use of public transportation or carpooling whenever feasible.

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.

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.

4 QUALITY EDUCATION

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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.

17 PARTNERSHIPS FOR THE GOALS

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

4

Key figures

181

Tons of CO_2 in 2023

62%

- 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

31%

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

7%

- Purchased electricity
- District heating

Carbon footprint

Our total carbon footprint in 2023 was 181 tons of CO_2. We have maintained a reduction of our carbon emissions since our baseline in 2019 of 55%. Since our last report, we have achieved an additional 4% reduction in our emissions. We make conscious choices regarding travel and increasingly conduct meetings digitally.

For more information click here.

Total tons of CO_2 emissions
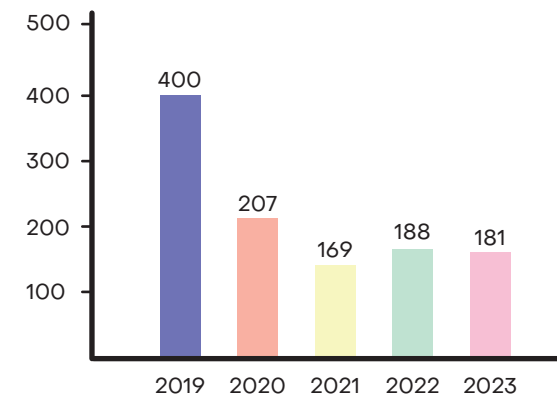
Business travel

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 CO_2 emissions for IST, making up 62% of our total carbon footprint in 2023.

Flight emissions have decreased by 70% since 2019 and by an additional 16% 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 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
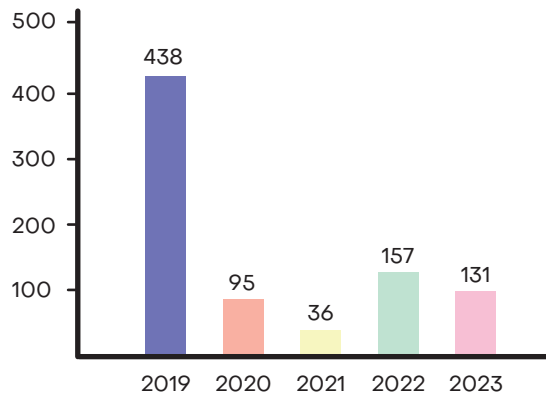
Number of return trips by train
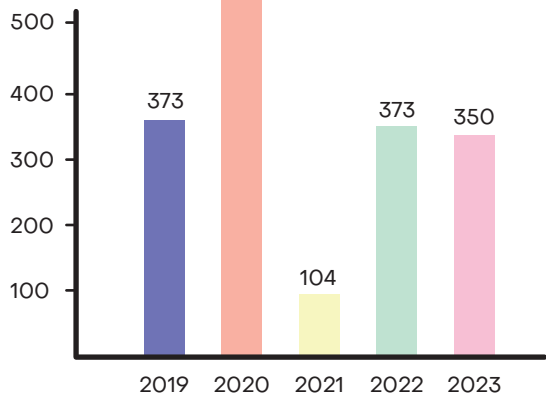
Bus

0,3 ton of CO_2 in 2023

Ferry

1 tons of CO_2 in 2023

Business region Denmark

59%

CO$_2$ reduction since 2019

Business region Germany

29%

CO$_2$ reduction since 2019

Business region Sweden

78%

CO$_2$ reduction since 2019

Business region Norway

84%

CO$_2$ reduction since 2019
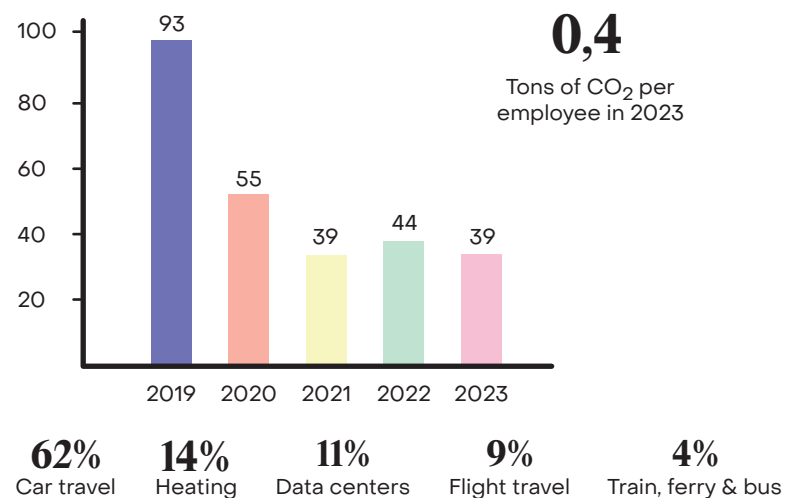

In 2019, we measured the carbon footprint of the entire IST organization for the first time, setting this year as our baseline for this report. Our report includes all nine offices in Sweden, Denmark, Germany, and Norway, as well as IST's main data center in Denmark. This annual carbon footprint helps us identify where we can take significant actions to reduce our environmental impact.
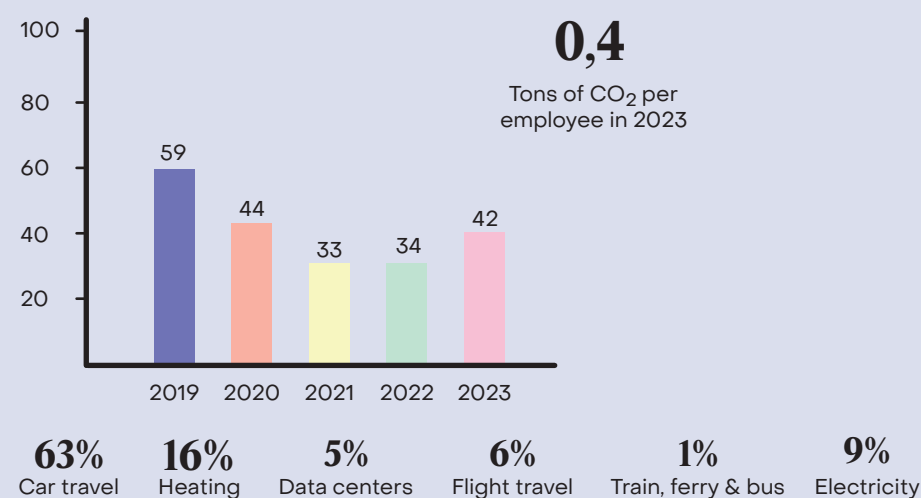
Business region Denmark
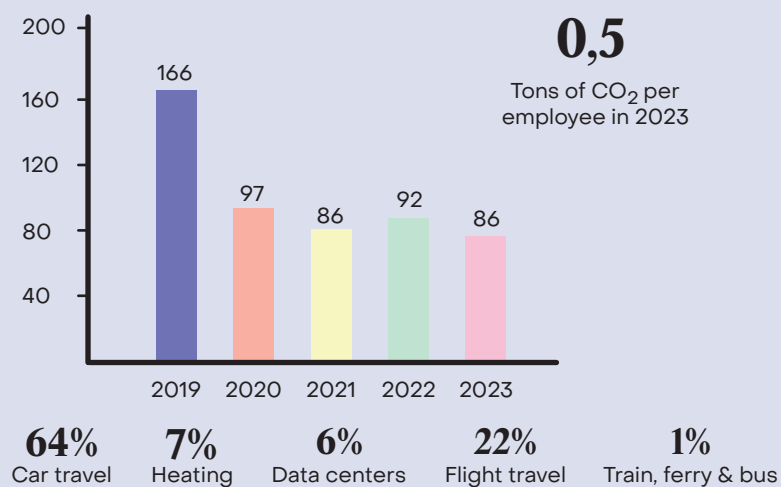
Total tons of CO_2 emissions

0,4
Tons of CO_2 per employee in 2023

2019	2020	2021	2022	2023
93	55	39	44	39

62% Car travel   **14%** Heating   **11%** Data centers   **9%** Flight travel   **4%** Train, ferry & bus

Business region Germany

Total tons of CO_2 emissions

0,4
Tons of CO_2 per employee in 2023

2019	2020	2021	2022	2023
59	44	33	34	42

63% Car travel   **16%** Heating   **5%** Data centers   **6%** Flight travel   **1%** Train, ferry & bus   **9%** Electricity

Business region Sweden

Total tons of CO_2 emissions

0,5
Tons of CO_2 per employee in 2023

2019	2020	2021	2022	2023
166	97	86	92	86

64% Car travel   **7%** Heating   **6%** Data centers   **22%** Flight travel   **1%** Train, ferry & bus

Business region Norway

Total tons of CO_2 emissions

0,4
Tons of CO_2 per employee in 2023

2019	2020	2021	2022	2023
82	10	11	19	13

4% Car travel   **2%** Heating   **46%** Data centers   **47%** Flight travel   **1%** Train, ferry & bus
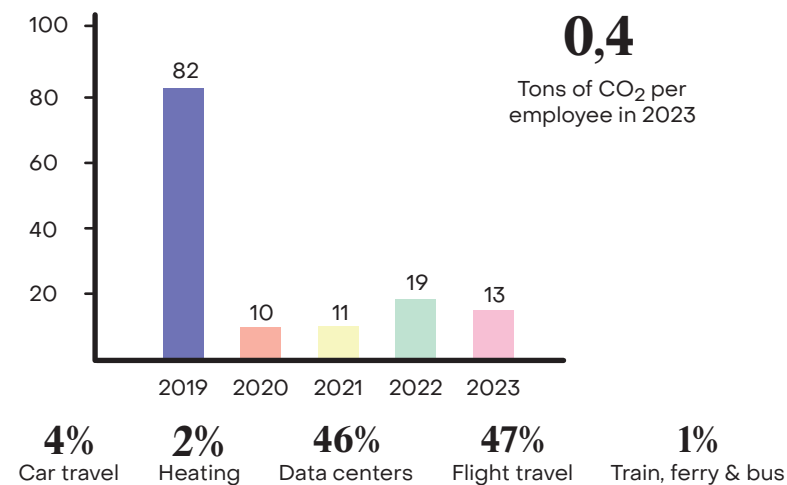
Sustainability for the long run

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.