



## D-ploy GmbH

# Greenhouse Gas (GHG) Emissions Report 2024

This GHG Emission Report adheres to the reporting requirements of the “*GHG Protocol corporate Accounting and Reporting Standard*.” It includes an inventory of Scope 1, Scope 2 and Scope 3 GHG emissions and contains required information for all D-ploy entities and is issued on Group level.

Chosen consolidation approach:	Operational Control
Reporting period covered:	2024
Base year:	2021
Rationale:	SBTi commitment to reduce scope 1 and scope 2 GHG emissions of 42% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions.

D-ploy GmbH is the holding on group level for each local D-ploy entity part of the D-ploy Group. D-ploy GmbH is not part of any joint-venture agreement nor production sharing agreements.

### Recalculation Policy

D-ploy’s recalculation policy is aligned with the “*GHG Protocol corporate Accounting and Reporting Standard*.” We will recalculate our baseline year emissions under the following circumstances:

Significant Changes:	Changes in our organizational structure, methodology, or identified errors that impact the base year inventory by more than five (5) percent.
Materiality:	Any updates to D-ploy’s organizational boundary that meet materiality criteria will trigger a recalculation as well.

<b>Company Name</b>	D-ploy GmbH
<b>Description of Main Activities</b>	<p>D-ploy GmbH is a privately owned company offering IT services with focus on Infrastructure Services, IT Administration Services, Collaboration Services, Network Services, Laboratory Services, Service Desk Services, Application Management Services, Resource Staffing and Recruiting, and Consulting Services especially in the areas of IT Quality and Compliance Management, Information Security and Data Protection, Project and Program Management, Merger, Acquisitions and Divestitures, System Validation and Testing as well as Audit Support Services. D-ploy separates its operations in 14 business areas as follows (% of income):</p> <ul style="list-style-type: none"> <li>▪ Service Desk Services - 44.92%</li> <li>▪ Resource Staffing &amp; Recruiting/Workforce Services - 19.97%</li> <li>▪ Infrastructure Services - 16.97%</li> <li>▪ Laboratory Services - 6.22%</li> <li>▪ Consulting Services (Project, Quality, ...) - 5.15%</li> <li>▪ Collaboration Services - 2.34%</li> <li>▪ IT Administration Services - 1.8%</li> <li>▪ IT as a Service - 1.29%</li> <li>▪ Network Services - 0.54%</li> <li>▪ Application Management Services - 0.42%</li> <li>▪ Meeting and Event Services - 0.27%</li> <li>▪ Software as a Service - 0.09%</li> <li>▪ Managed Print Services - 0.02%</li> </ul>
<b>Organizational boundary</b>	<p>As of 2024 D-ploy has 12 residential entities, and three (3) physical offices:</p> <p>Residential entities with physical offices are:</p> <ul style="list-style-type: none"> <li>D-ploy (Schweiz) GmbH</li> <li>D-ploy (Deutschland) GmbH</li> <li>D-ploy (Czech Republic) s.r.o.</li> </ul> <p>Residential Entities without a physical office location are:</p> <ul style="list-style-type: none"> <li>D-ploy (UK) Ltd.</li> <li>D-ploy USA, Inc.</li> <li>D-ploy (Österreich) GmbH</li> <li>D-ploy (Poland) sp. z o. o.</li> <li>D-ploy, Informacijske infrastructure, d.o.o.</li> <li>D-ploy Turkey Bilişim Hizmetleri A.Ş</li> <li>D-ploy (Netherlands) B.V. (<i>no GHG emission in 2024</i>)</li> <li>D-ploy (Italy) S.R.L.</li> <li>D-ploy IT (Ireland) Limited</li> </ul> <p>Total Employee Headcount 2024 (EOY): 402</p>

<b>Scope 1 and Scope 2 included</b>	<p>The following emissions are considered as material in relation to the company's main business activities:</p> <p>Scopes 1: Direct GHG emissions from mobile combustion.</p> <p>Scope 2: Indirect GHG emission from imported electricity. Indirect GHG emission from imported energy other than electricity.</p>
<b>Scope 3 included</b>	<p>The following emissions are considered as material in relation to the company's main business activities:</p> <p>Scope 3: Purchased goods and services. Fuel- and energy-related activities. Upstream transportation &amp; distribution. Waste generated in operations. Business travel. Employee commuting. Upstream leased assets. Use of sold products.</p>
<b>Scope 1 &amp; Scope 3 excluded</b>	<p>The following emissions are excluded from the report as they are not part of D-ploy's organizational boundaries and / or are not applicable in relation to the company's business activities.</p> <p>Scope 1: Direct GHG emissions from stationary combustion. Direct physical or chemical processing GHG emissions. Direct fugitive GHG emissions. Direct GHG emissions and removals from land use, land use change, and forestry.</p> <p>Scope 3: Capital Goods Downstream transportation and distribution. Downstream leased assets. Processing of sold products. End-of-life treatment of sold products. Franchises. Investments.</p>

Please refer to the GHG Inventory Management Plan 2024 for detailed methodologies and procedures used in this report.

### Base Year Emissions (location based)

Total Emissions	SCOPE 1	SCOPE 2	SCOPE 3
854.5 tCO <sub>2</sub> e	25.8 tCO <sub>2</sub> e	179.1 tCO <sub>2</sub> e	649.6 tCO <sub>2</sub> e

### GHG Emission 2024 (location based)

Total Emissions	SCOPE 1	SCOPE 2	SCOPE 3
1288.4 tCO <sub>2</sub> e	16.2 tCO <sub>2</sub> e	151 tCO <sub>2</sub> e	1121.1 tCO <sub>2</sub> e

#### SCOPE 1

Emission source	tCO <sub>2</sub> e
Direct GHG emissions from mobile combustion	16.2

#### SCOPE 2

Emission source	tCO <sub>2</sub> e
Indirect GHG emission from imported electricity	24.4
Indirect GHG emission from imported energy other than electricity	126.6

#### SCOPE 3

Emission source	tCO <sub>2</sub> e
Purchased goods and services	564.3
Fuel- and energy-related activities	19.6
Upstream transportation & distribution	5.2
Waste generated in operations	1.4
Business travel	266.3
Employee commuting	234.4
Upstream leased assets	28.3
Use of sold products	1.25

### Base Year Emissions (market based)

Total Emissions	SCOPE 2
855.9 tCO <sub>2</sub> e	180.6 tCO <sub>2</sub> e

### GHG Emission 2024 (market based)

Total Emissions	SCOPE 2
1289.4 tCO <sub>2</sub> e	152.4 tCO <sub>2</sub> e

#### SCOPE 2

Emission source	tCO <sub>2</sub> e
Indirect GHG emission from imported electricity	25.7

### Base Year Emissions – Entity

	Total (tCO <sub>2</sub> e)	SCOPE 1	SCOPE 2	SCOPE 3
D-ploy (Czech Republic) s.r.o.	403.5	1.6	167.5	234.3
D-ploy (Deutschland) GmbH	211.5 (LB) 211.5 (MB)	13.2	5.5 (LB) 7 (MB)	192.8
D-ploy (Schweiz) GmbH	222.7 (LB) 222.7 (MB)*	10.9	6 (LB) 6 (MB)*	205.7
D-ploy (UK) Ltd.	4.3	0	0	4.3
D-ploy USA, Inc.	1.1	0	0	1.1
D-ploy (Österreich) GmbH	2	0	0	2
D-ploy (Poland) sp. z o. o.	2.7	0	0	2.7
D-ploy, Informacijske infrastructure, d.o.o.	4.5	0	0	4.5
D-ploy Turkey Bilişim Hizmetleri A.Ş	0	0	0	0
D-ploy (Netherlands) B.V.	0	0	0	0
D-ploy (Italy) S.R.L.	0	0	0	0
D-ploy IT (Ireland) Limited	0	0	0	0

### GHG Emission 2024 – Entity

	Total (tCO <sub>2</sub> e)	SCOPE 1	SCOPE 2	SCOPE 3
D-ploy (Czech Republic) s.r.o.	577.3	0.1	145.2	431.9
D-ploy (Deutschland) GmbH	245 (LB) 246.1 (MB)	11	5.7 (LB) 7 (MB)	228.2
D-ploy (Schweiz) GmbH	361.4 (LB) 361.4 (MB)*	5	0.08 (LB) 0.06 (MB)*	356.3
D-ploy (UK) Ltd.	8.8	0	0	8.8
D-ploy USA, Inc.	0.3	0	0	0.3
D-ploy (Österreich) GmbH	16.7	0	0	16.7
D-ploy (Poland) sp. z o. o.	27.1	0	0	27.1
D-ploy, Informacijske infrastructure, d.o.o.	3.1	0	0	3.1
D-ploy Turkey Bilişim Hizmetleri A.Ş	2.1	0	0	2.1
D-ploy (Netherlands) B.V.	0	0	0	0
D-ploy (Italy) S.R.L.	42.1	0	0	42.1
D-ploy IT (Ireland) Limited	1.6	0	0	1.6

### REPORTING METHODOLOGY NOTES:

\*Variation is sub <0.001 tCO<sub>2</sub>

Results are displayed with one decimal place and are not rounded to the nearest whole number.  
A period (.) separator is used to indicate a decimal point.

The results are promptly expressed in CO<sub>2</sub> equivalents (CO<sub>2</sub>e), facilitating immediate and straightforward comparisons across various emission sources. This approach was adopted because it was not possible to report the individual greenhouse gases separately, due to limitations in the available data and the need for a standardized metric for comprehensive and comparable reporting.

### GLOSSARY OF ABBREVIATIONS:

- (LB): location based
- (MB): market based